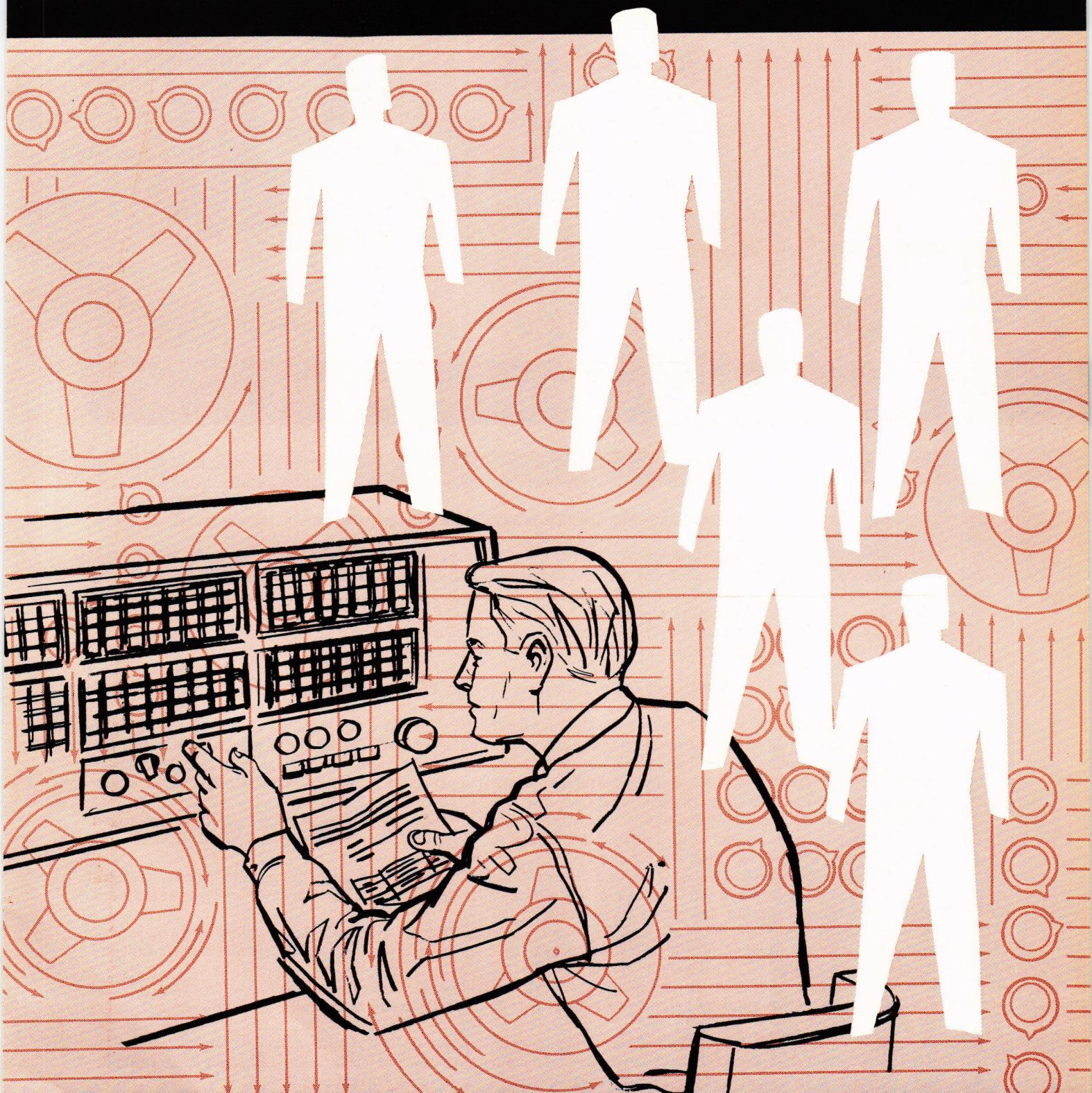


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

JUNE, 1968



Automation's Effect on Jobs of the Future... see page 21



LABOR'S PLACE IN HISTORY

EXCESSIVE profits, the fading dollar, a military-heavy \$186 billion federal budget, creeping inflation and all the other related drawbacks of a war-buffeted economy are putting the American worker back into the same box he has been in before in times like these.

Now comes the recent hike in discount rates and the prospect of a 10 per cent "surtax" to chop another chunk out of the wage earners' pie in the sky.

Vocal warnings are beginning to come faster and with more ferocity. The latest was that by Sen. Vance Hartke, Indiana Democrat, who complained that the Federal Reserve Board has condemned workers to a new round of under-employment by hiking discount rates to 5.5 percent. He said, "The American worker deserves to know that employment goes down when discount rates go up."

The "Fed's" decision to increase the discount rate was the third increase in the past 5 months. It means that member banks must pay the highest interest rates on their borrowings since the high of 6 percent at the brink of the Great Depression in 1929.

"While the Federal Reserve Board may justify its action in terms of strengthening the dollar," said Hartke, "it is obvious that no consideration has been given to its destructive force on the social fabric of our country."

The Indiana Senator said the rate hike means nothing but trouble for the country, explaining: "The marginally employed—and this generally includes much of our Negro population—is traditionally the last to be hired and the first to be fired. At this moment in time, when we are striving to heal the wounds of racial disorders, the master bankers have decided that the dollar is more important than the livelihood of the poor"—or, he might have added, any wage earners on the lower rungs of the economic ladder.

He said the bank action would precipitate a new "credit crunch" in the form of a cycle of tight money, business slowdown, falling purchasing power, and job layoffs. The already crippled housing industry, he added, would suffer another setback as mortgage rates rise another notch.

Just a few days before the House Ways and Means Committee in early May endorsed the Administration's proposed \$10 billion tax increase in the form of a surtax, Hartke charged that the "Fed" was putting a gun at the head of the House committee to initiate and pass a tax increase.

His assessment proved true. While the House group managed to tack on a proviso that it would okay the surtax if it was coupled with a reduction of at least \$4 billion in federal spending next year, the action still reveals that the House committee was jockeyed into a spot.

For 9 months, the chairman of the House Ways and Means Committee had resisted the surtax proposal. But he crumbled under pressure from Senate action on separate tax bills that followed the Administration line.

The congressional switch also gave credence to Hartke's assertion that the banking industry, by raising the discount rate, "has told the American public it is more powerful than the elected representatives of the people."

Stating that a surtax at this time would endanger our national economy, Hartke said: "This latest interest rate increase is proof positive that a surtax on top of it would prove disastrous to our country."

On an individual basis, the greatest sacrifice would be made by Mr. Average Breadwinner—as in the past.

National

Labor News Wrapup



LABOR NEWS

NEW YORK CITY—Labor and business leaders have established the Institute of Collective Bargaining and Group Relations to preserve and advance the American system of free collective bargaining.

Associated with the Cornell University School of Industrial and Labor Relations, the new organization is headquartered in New York City.

One of the founders is Theodore W. Kheel, noted mediator. The institute's basic assumption is that "in a democratic society, there is no workable alternative to free collective bargaining."

PITTSBURGH, PA.—John C. Lobb, president of Crucible Steel Co., predicts that a new contract settlement with the United Steelworkers "will be costly."

He told an annual meeting of stockholders the company would experience a 50 per cent increase in profits this year.

Meanwhile, George Stinson, president of National Steel Corp., told his stockholders that union demands for wage increases would affect steel prices, but added: "For the long pull, I wouldn't be at all discouraged about being able to hold our profit ability at the present level and improve it."

WILLIMANTIC, CONN.—Blond Kathleen Kacoqski, 18-year-old telephone operator supporting a strike of Western Electric installers for the Southern New England Telephone Co., rode down mainstreet on a horse and clad in a bikini while carrying a sign that read:

"The time for horseplay in the negotiations is over."

CHARLOTTESVILLE, VA.—A 3-day institute on labor was held recently at the traditionally conservative University of Virginia and attracted favorable interest from other southern universities.

The institute was organized "under some difficulty" in that it came under vigorous attack from the Virginia Chamber of Commerce.

LOS ANGELES, CALIF.—The Packinghouse Workers have changed their July convention site from New Orleans to Los Angeles to be near the Meatcutters convention in San Diego. The two unions hope to complete their merger at the conventions.

WASHINGTON, D.C.—Another union merging in the offing involves the Laborers International Union with the National Assn., of Post Office Mail Handlers, Watchmen, Messengers and Group Leaders. The Laborers has 550,000 members, the postal group has 60,000 members.

WASHINGTON, D.C.—Seven AFL-CIO unions in the stone, glass, and clay industries are seeking legislative protections against increased imports in these product areas.

MONTREAL, QUEBEC—Some 1,200 workers at the Montreal City & District Savings Bank recently voted for representation by the Office and Professional Employees International Union. Bank workers are among the lowest paid white collar employees.

WASHINGTON, D.C.—The Labor Department expects to find a major source of potential job opportunities for the "seriously disadvantaged," in a new survey it is making of all drinking and eating chain companies with 100 or more employees.

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DEDICATED TO SERVICE

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Volume No. 65, No. 6

June, 1968

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Jobs in the Future

A SPECIAL REPORT: On Page 23

Civil Law Provides
Debt Relief for Men
Entering Armed Services



The International Teamster has an average monthly circulation of 1,666,230 and an estimated readership of 4,200,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The



FIELD

Member's Grandson Publishes Paper

Donald Hamilton, a member of Teamster Local 676 in Collingswood, N.J., is mighty proud of his grandson also named Donald.

The 8-year-old boy writes, edits, and publishes a class newspaper, and then distributes it to his classmates on a regular basis. The boy started the project earlier this year at the suggestion of his teacher.

Purse Snatcher Felled By Bread Driver

John Marzlo, a member of Teamster Local 276 in Los Angeles, Calif., helped make purse-snatching a losing proposition for a trio of thugs recently.

Marzlo was making a delivery from his bread truck when he heard someone shout that a woman had been robbed of her purse. The Teamster saw the suspects running down the street and gave chase in his truck.

There came a time in the pursuit when Marzlo was able to stop his truck and continue afoot until he tackled one of the men. Police later captured a suspect.

The purse-snatch victim, an elderly woman, suffered a broken wrist when she was knocked down and robbed.

Chicago Member Killed by Sniper

Robert T. Dorsey, a member of Teamster Local 743 in Chicago, Ill., died as a result of wounds suffered at the hands of an unknown sniper.

Dorsey, a truck driver, was walking with his wife at night when gunshots rang out. Dorsey pushed his wife to the ground. There was another shot and Dorsey fell, mortally wounded in the back.

Pittsburgh Teamsters Help Goodwill Drive

Members of Teamster Local 249 in Pittsburgh, Pa., recently conducted their annual "pickup" of used clothing gathered by pupils of county schools for the Goodwill Industries.

Clothing donated by the public and collected in the drive is processed and sold as part of a program to provide employment for handicapped persons.

Indiana Stewards Take Training

More than a score of shop stewards from Teamster Local 135 in Indianapolis, Ind., recently took part in a training program under the auspices of the Indiana University Bureau of Industrial and Labor Services.

The 5-week course, dealing with every possible aspect of grievance handling, was arranged by Loran Robbins, president of Local 135, and coordinated by Shirley Green, business representative.

The instruction included how to write a grievance, helping the member to pinpoint the violation, taking up matters with management, and working with the local union in reaching settlements.

Robbins commented: "Programs such as this will give the member stronger representation and assist in quicker processing of grievances."

Teamster Officer On Football Board

Richard Klinge, secretary-treasurer of Teamster Local 309 in Seattle, Wash., recently was nominated to the King County Board for college football's Hall of Fame.

Boston Pioneer Dies After Illness

John M. Sullivan, one-time president of Teamster Local 25 in Boston, Mass., died recently after a brief illness.

Sullivan served as president of the local union during the rough and tumble days of unionism, 1932 to 1946. He negotiated his first contract while wearing his work clothes in South Boston.

Upon leaving the Teamsters in 1946, he became an auditor for the International Meatcutters Union in Chicago, a post he held for many years.

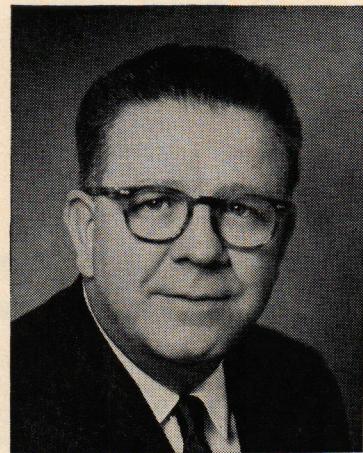
Sheridan Named To Western Post

John J. Sheridan, a Teamster official for more than 20 years, recently was named assistant to the director of the Western Conference of Teamsters, Einar O. Mohn, International Vice President.

Sheridan will continue to direct the activities of the Western Automotive Trades Division which he heads. He first joined the Teamsters in 1947 and served for a number of years as vice president and business representative for Local 315 in the Martinez-Richmond, Calif., area.

He is a long-time member of the Richmond city council and once served as mayor of that city.

Message of the General Vice President



For the Record

I THINK I can say without exaggeration that the world today is full of surprises, and the greatest surprises I experience these days are the things I read about my future intentions in the newspapers.

The other day, I picked up a newspaper to read that I intend to retire. I say it was a surprise because if I had any plans about retirement, I should be the first to know.

The all-knowing columnist said: "Fitz has just turned 60. He'll be going on 64 when the next Teamster convention opens in 1971. He will retire, the boys say."

I have a word for the columnist and for the boys, whom I suspect are offspring of his imagination rather than living Teamsters.

For the record, let it be known that retirement is not in the plans of Frank E. Fitzsimmons.

I say this for the record because the business of representing the rank-and-file member today is too serious to let a newspaper columnist, or any one else, turn our activities to internal politics instead of the business at hand.

Unfounded rumors might be the tools of the trade for a newspaper columnist hard put to turn out a daily column. But unfounded rumors are not the tools of one dedicated to serving the daily needs of the nation's working men and women.

My specific intentions are these:

1. To tackle the daily business of this International Union with boldness and with the dedication which I have exhibited for more than 30 years.

2. To work for improvements in our contracts wherever improvement is needed to meet the changing economic conditions and to meet the ever changing distribution system in this nation, a system which so vitally affects our membership.

These improvements fall in the areas of wages, hours and conditions; in the area of improved pensions; in the area of automation and its effects upon job security and job classifications.

3. To work for effective legislation, not only in the confined limits of trade union security, but also in the broader area of social legislation for the benefit of the entire nation.

4. To work for the kind of trade union solidarity which has made this International Union the largest in the world, with wages, hours and conditions which are the envy of those who would divide us.

Those are the broad and challenging objectives at which we in the International Union work day by day.

Certainly, they are challenges which inspire one to the task, rather than turn one's thoughts to retirement.

I've been in the business of representing working men and women for wages, hours and conditions for too long to think of other things.

I have my good health, and God willing, I will be at this business for years to come. Retirement is not one of my objectives, and my immediate goals are servicing the membership of this great International Union on a day-to-day basis.

Today, the work load is heavy and needs attention and that is where my efforts are being expended.

Enough said?

A cursive signature in black ink that reads "Frank E. Fitzsimmons".

STATE OF THE UNION

General Executive Board Holds Quarterly Meeting

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Hollywood, Florida, and attended to the regular housekeeping chores of the union.

Board members heard reports from General Vice President Frank E.

Fitzsimmons, General Secretary-Treasurer John F. English, and from the union's legal and political departments.

In his report to the board, Fitzsimmons emphasized the importance of local unions following the procedure of the International Union constitu-

tion when applying for strike sanction approval.

Fitzsimmons made his remarks as the International Union vice presidents reviewed work stoppages in their various areas of responsibility.

The General Vice President also reviewed for the board the status of the

The General Executive Board of the International Brotherhood of Teamsters, shown in session, during its regular quarterly meeting held last month in Hollywood, Florida, attending to the housekeeping business of the union.



STATE OF THE UNION

impending representation elections among employees of Pan American Airways and Braniff Airlines.

The case, currently tied up in court, can be ruled upon at any time now, thus clearing the way for the election, or the ruling could uphold an injunction against the election by the Brotherhood of Railway Clerks.

Fitzsimmons deplored the delay injected into the vote of the airline employees to determine their union representation. The delay has been caused by the BRC which is reluctant to put the question of representation to a vote of the employees.

Board members spent considerable time reviewing proposed mutual aid and assistance pacts with other International Unions.

One proposed agreement—with the Operating Engineers which involves jurisdictional and other problems—was given the approval of the board members subject to final consummation of some revisions to the original draft of the pact.

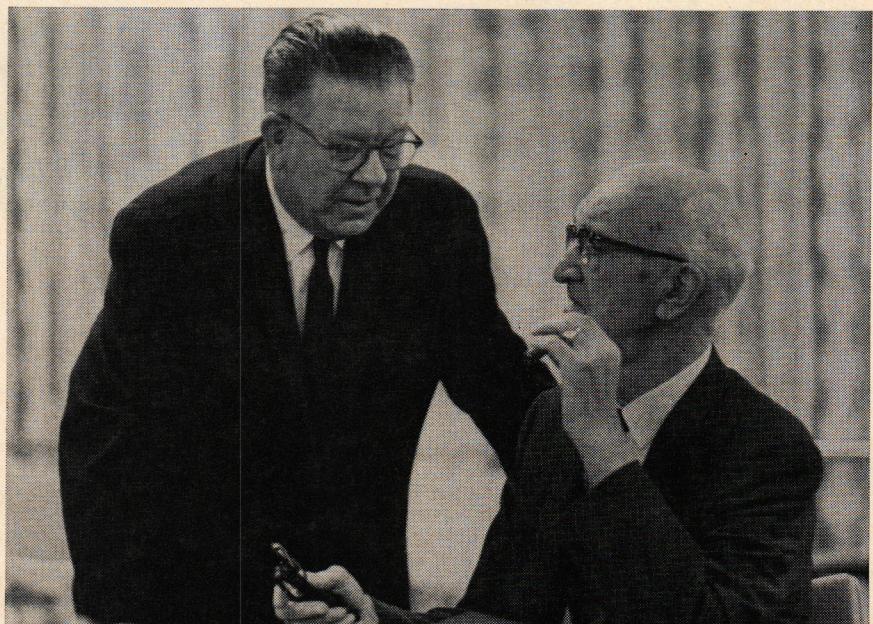
Discussions were also held on proposed agreements with the Office and Professional Employees Union, the Bookbinders, the Glass Bottle Blowers, the Laundry Workers, the Rubber Workers, the Retail Clerks, and the Communication Workers.

No definite action was taken on those proposals.

Board members also heard a report on the convention action of the independent International Bakery and Confectionery Workers' Union. Delegates to that convention approved the terms of affiliation with the Teamsters, an affiliation similar to one worked out several years ago with the independent Laundry Workers.

David Previant, chief labor counsel for the International Union, reviewed cases of the courts and government agencies affecting organized labor.

In his report, Previant talked upon the recent ruling of the Supreme Court which declared that an insurance company's agents who collect premiums



General Vice President Frank E. Fitzsimmons and General Secretary Treasurer John F. English confer on executive board agenda prior to the meeting.

are employees and not independent contractors.

He reviewed another Supreme Court ruling that a state court suit enjoining a breach of no-strike clause is removable to a federal court which may dissolve the injunction.

Other court decisions reviewed included one which ordered the enforcement of the National Grievance Committee that Braswell terminals in the Southwest were covered by the National Freight Agreement.

In another case, the NLRB ruling was affirmed by the Fifth Circuit, a finding that a trucking company unlawfully discharged 34 members of Teamster Local 612 who were striking because the company refused to honor its agreement to pay part of the license tag fees of owner-operators.

In yet another case, a federal district court dismissed charges that a business agent's rights of free speech had been violated by his discharge. The court ruled that the evidence

showed that many of the business agent's actions violated the union's instructions to him and were harmful to the union.

In an NLRB case, Commercial Automotive Corp., was found to have violated the Taft-Hartley Act by refusing to include one of its three garages under the multi-employer agreement.

Carlos Moore, legislative director for the International Union, reviewed the progress of DRIVE units across the country in their voter registration drives, reviewed the progress of DRIVE in signing new members to checkoffs, and reviewed the pending legislation before the Congress which affects Teamsters as citizens and as labor union members.

Appearing with Moore before the board members was Josephine Hoffa, wife of General President James R. Hoffa and national president of DRIVE Ladies Auxiliaries.

In photo left, Vice Presidents Joseph Trerotola and Joseph Diviny listen to board discussion. In center photo, left to right, Vice Presidents Dominick Calabrese, Murray W. Miller,

and Harry Tevis examine board reports. In photo right, left to right, Vice Presidents Thomas E. Flynn, Robert Holmes, Einar O. Mohn, and George Mock examine a board report.



Aimed at 500,000

National Food Processing Division Reactivated to Expand Organizing



Discussing the reactivation of the National Food Processing Division at a West Coast meeting were (left to right): Vice President Harold J. Gibbons, Peter A. Andrade, new director of the division, and Vice President Joseph J. Diviny.

INITIAL STEPS toward an organizing campaign to bring union security and wages to an estimated 500,000 workers employed in the nation's food processing division were taken at the recent annual meeting of the Western Cannery and Food Processing Council.

Announcement came from General Vice President Frank E. Fitzsimmons that the International Brotherhood of Teamsters was reactivating its National Food Processing Division.

He named General Organizer Peter A. Andrade as the director of the reactivated division. Andrade will continue as chairman of the Western Council and will retain his office at the Western Conference of Teamsters headquarters in Burlingame, Calif.

Underscored repeatedly throughout the food processing meeting was the need for such an organizing drive to nullify the competitive advantage now held by non-union firms and to bring workers everywhere closer to parity with what more than 100,000 Teamsters Union members now enjoy under contracts in the Pacific Coast states.

The immediate task will be to de-

velop a pattern for organizing on a national scale. The job will be coordinated through the General Vice President's office in association with the directors of the 4 Area Conferences.

Research already is underway to determine the exact number of unorganized plants in the various food processing industries.

International Vice President Joseph J. Diviny, in a welcoming address to the 3-day meeting, paid tribute to the Teamster cannery officials for their pioneering in gaining tremendous gains

and improvements in wages and working conditions for the membership. He commented that the innovations of the cannery unions are the envy of many other labor organizations.

International Vice President Harold J. Gibbons highlighted the meeting with a banquet address in which he commended Andrade's cannery leadership and added: "Today, unionization of the food industry on a national level is practically nil while organization in the West is at an all-time high."

Gibbons noted that a well-organized industry west of the Rockies no longer has any protection from food processed non-union in the eastern half of the United States. Transportation technology has closed the mileage gap.

"Huge transport cargo planes and super 4-lane highways have opened the West to shipment of food produced by cheap labor," Gibbons said. "Men and women producing canned and frozen foods working under no contracts or vastly inferior contracts are common in such states as Arkansas."

John J. Dillon, president of the California Teamsters Cannery Council, reported to the delegates that the joint union-management physical checkups last year resulted in 21,355 workers taking advantage of the testing provided by mobile units.

He said the project was determined

Interested in the proceedings of the Western Cannery and Food Processing Council meeting were (left to right): Emil Mertlik, business agent of Local 616 in Fresno, Calif.; Ray Drum, secretary-treasurer of Local 698 in Modesto, Calif.; Harry Polland, economist, and John Dillon, president of the California Teamsters Cannery Council.



to be so worthwhile that it was going to be repeated this year beginning in mid-June. In this manner, it will be possible to cross-check and learn the degree in which medical attention corrected or arrested ailments discovered in the 1967 tests.

Pete Andrade Brings Skill To New Post

Peter A. Andrade, named by General Vice President Frank E. Fitzsimmons as the director of the National Food Processing Division, brings an abundance of skill and experience to



Pete Andrade

the job from his years of representing workers employed in this vital industry.

Andrade first became a Teamster some 40 years ago when he began driving a truck as a member of Local 85 in San Francisco. In 1941, he became an organizer for the Western Warehouse and Produce Council.

Two years later, Andrade received a charter to establish Teamster Local 890 in Salinas, Calif., where the members worked in various food processing plants.

In 1953, he took over direction of the Western Cannery and Food Processing Council whose affiliates represent some 80,000 members engaged in processing fruits and vegetables.

Andrade met with such success that he was recognized with an appointment as a general organizer by General President James R. Hoffa in February, 1965.

Waiting to Vote Teamster

Court Decision Expected Soon In Pan Am, Braniff Election

MORE THAN 13,000 employees at Pan American World Airways and Braniff International are awaiting a decision by the Court of Appeals in Washington, D.C., which could pave the way for them to throw off their present union affiliation and cast their bargaining lot with the International Brotherhood of Teamsters.

Oral arguments were held by the Court in mid-April on a motion by the Brotherhood of Railway Clerks which has stalled the efforts of the 13,000 airline employees to clear up their collective bargaining status.

The BRC motion seeks to keep that union's name off the representation ballot, yet contests the decision of the National Mediation Board which declared that if the BRC did not go on the ballot it forfeits its bargaining rights outright.

Three judges of the Court heard arguments for an early election by Justice Department attorneys and Teamster lawyers. The Justice Department is representing the National Mediation Board.

Meanwhile, both Pan Am and Braniff employees are demanding the

earliest possible election date so that they can choose their own bargaining agent.

A BRC which has continually lost membership over the years is reluctant to meet the Teamsters head on in a representation election. In a previous election, voided by the Mediation Board, the employees at Pan Am voted for the Teamsters nearly 300 to 1.

While the employees at Pan Am await the chance to oust the BRC, they pay \$40,000 a month in BRC dues. With a dwindling membership and a shrinking union treasury, the stalling action of the BRC is looked upon as an attempt to collect the \$40,000 as long as it can before these workers vote to affiliate with the Teamsters.

• Yard Win

Drivers, yardmen, and millmen employed by S&N Lumber and Millwork, Inc., of Prospect Park, Pa., recently voted overwhelmingly for representation by Teamster Local 312 of Chester, Pa.

Like thousands of other employees throughout the Pan Am and Braniff systems, these Miami committee people are determined to see a Teamster victory in the coming elections. They're tired of lagging behind the rest of the industry while groups represented by the Teamsters surge ahead.



Workers Pick Teamsters Over CLA Group

Employees of Willmar Mfg., Inc., maker of farm machinery in Willmar, Minn., voted overwhelmingly for representation by Teamster Local 758 of St. Cloud, Minn., in a recent National Labor Relations Board election.

Charles McLane, Local 758 secretary-treasurer, said the ballot count was 51 for the Teamsters, 4 for the Christian Labor Assn., and 4 votes were challenged.

McLane called the election win a significant victory in which the Willmar workers dumped the CLA after 2 years of disappointing representation.

Local 758 organizers were aided by organizers from the Central Conference of Teamsters in the final days of the campaign which extended over a period of several months.

• Drivers Vote

Over-the-road drivers employed by American Gypsum Division of the Susquehanna Corp., in Albuquerque, N.M., recently voted for representation by Teamster Local 492.

Glenn B. Jones, secretary-treasurer of Local 492, said there were 20 drivers eligible to ballot.

Vet. Teamster Jim Ward Is Dead at 64

James P. Ward, high-ranking San Francisco Teamster official, is dead at the age of 64 after a lingering illness.

Ward had been a Teamster for some 30 years, and during a good portion of that time was secretary-treasurer of Construction Local 216. He also served many years on the policy committee of the Western Conference of Teamsters.

Ward was also secretary-treasurer of the California State Building Trades Council for an extended period. As a testimonial to his high standing in trade union circles, Ward was reelected to the Building Trades Council post despite the edict of the AFL-CIO that all Teamsters be divorced from such bodies.

Local 500 Officers Sworn



The executive board of newly chartered Local 500 in Philadelphia was recently sworn into office. Shown administering the oath of office is Al Sabin (far right), president of Joint Council 53. From left to right, the new officers are: Herbert Carson, recording secretary; William O. Farrell, trustee; James Finnegan, secretary-treasurer; Harry Munnick, trustee; Charles Amoroso, president; George Wessner, vice president; and Ted Cahill, trustee. All officers are either currently or have served as job stewards. In bottom photo, President Amoroso and Secretary-Treasurer Finnegan receive the congratulations of International Auditor Bob McQuarrie (second from left) and John Greeley, trustee of Local 107 from which Local 500 was chartered.



In photo below, International Union Auditor Robert McQuarrie instructs Amoroso and Finnegan in the fine arts of local union bookkeeping.



Public Education

School Principals and Assistants Join Teamster Local Union in NYC

Principals and assistant principals voted at a recent meeting of the Principals' Assns., of District 3 and the Two Bridges Model School District in New York City to join Teamster Local 237.

Barry Feinstein, president of the City Employees Union Local 237, also said plans are underway for conferences to be held with chairmen of departments in secondary schools as well as other supervisors from all New York City districts for the purpose of organizing a chapter within the framework of Local 237 which will be open to school supervisors employed by the Board of Education.

Joining with Feinstein in announcing the conference plans was Henry Seideman, principal of I.S. 56 M and president of the Principals' Assns.

Feinstein pledged full support on behalf of Local 237 to the newly-affiliated group in confronting head-on such problems as the increasing danger to school supervisors in physical

attacks, removal from jobs, and the grave uncertainty regarding appointment of supervisors who have passed the license examinations and are awaiting appointment.

Feinstein cited the Teamster local union's experience in successfully coping with similar problems among many supervisory employees in other city departments as he voiced confidence that "a similar affirmative resolution can be made" for school educators and supervisors.

He also emphasized that the latter would be accorded autonomy, as a chapter within Local 237, to blend the techniques and attributes of professionalism with the militancy and effectiveness of Teamster unionism.

• Carolina Win

A majority of the employees of the Moss Supply Co., & Harmel Mfg., Co., of Charlotte, N.C., recently voted for representation by Teamster Local

Honored with Plaque



Salvatore P. Raguso, trustee of Teamster Local 237 in New York City and Chairman of the union's skilled crafts division, recently was honored by sanitation garage employees who presented him with a plaque for past service. The citation gave recognition to Raguso's earnest concern and unrelenting efforts for his union members . . ."

71 in a National Labor Relations Board election.

W. C. Barbee, president of Local 71, said 40 production workers, truck drivers and warehousemen employed by the manufacturer of aluminum doors, windows and related items were eligible to ballot. The vote was 25 to 14 for the Teamsters.

• Lumber Win

Drivers and warehousemen employed by Carter-Lee Lumber Co., Inc., in Indianapolis, Ind., recently voted for representation by Teamster Local 716 in a National Labor Relations Board election.

Harry E. Poling, secretary-treasurer of Local 716, said 15 workers were eligible to ballot. The vote count was 8 to 7 in favor of the union.

• R-C Victory

Drivers and plant employees of the Royal Crown Bottling Co., of Paintsville, Ky., recently voted for representation by Teamster Local 505 of Huntington, W.Va., in a National Labor Relations Board election.

Granville Camp, secretary-treasurer of Local 505, said 23 workers were eligible to vote. The tally was 12 to 5 for Local 505.

Local 208 Wins Bargaining Case Ruling

Contrary to the examiner's findings, the National Labor Relations Board ruled recently that Budway Express of Los Angeles, Calif., violated the Act by refusing to bargain with Teamster Local 208, majority representative.

The Board sustained the examiner's findings, however, that the company violated the Act by discharging 7 of the 13 employees in the bargaining unit, promising benefits, and threatening and interrogating employees in connection with their union activities. The workers were later reinstated without loss of pay.

Apart from its finding of a bargaining violation, the Board agreed with the examiner's recommended remedy of a bargaining order in view of the circumstances of the case. The company was ordered to cease the unlawful conduct and bargain upon request with the union.

Teamster Is Alabama Driver-of-Year

William D. Gunter, a member of Teamster Local 612 in Birmingham, Ala., with more than 22 years' experience behind the wheel of a tractor-trailer, recently was named Alabama's "Driver-of-the-Year," by the Alabama Trucking Assn.

Gunter has driven more than 1,875,000 miles without a chargeable accident. He works for Johnson Motor Lines of Montgomery, Ala.

• Armored Car

Members of Teamster Local 278 employed as drivers by Loomis and Brinks Armored Car companies in San Francisco won a new 3-year agreement guaranteeing substantial wage increases and other benefits after a 3-week strike.

A highlight of the contract which returned 118 drivers to their jobs was extension of health and welfare benefits, including dental coverage, to part-time drivers.

The vacation schedule was improved to 4 weeks after 18 years on the job.

Optical Union Leaves IUE For Teamsters

Some 300 workers voted unanimously recently to switch their affiliation to Teamster Local 688 in St. Louis, Mo.

Thomas E. Andert, president of the optical workers' previous union affiliation since its founding 35 years ago, led the move into the Teamsters, declaring: "This was a voluntary move on the part of the local."

He said the membership had tired of its previous affiliation and desired the progressive Teamster Union. The members voted to disband and revoke their affiliation with the other union and seek membership in Local 688, headquartered in St. Louis.

The optical workers are scattered over St. Louis, Kansas City, Mo., St. Joseph, Mo., Salina, Kan., Oklahoma City, Okla., and Evansville, Ind.

In Portland

Local 281 Wins \$3,000 Backpay For Member in Arbitration Case

The outcome of an arbitration case processed by Local 281 on behalf of a member has resulted in a backpay award of \$3,000.

Thomas Mallos, route driver for Northwest Industrial Laundry, in Portland, Oregon, received the backpay award when the arbitrator ruled that he had been wrongfully discharged and that he be reinstated with the back pay.

Union and management agreed that should they not be able to agree on the back pay settlement, the arbitrator would also decide that issue. However, the further ruling of the arbitrator was unnecessary as the union successfully negotiated the settlement with management.

Local 281 Secretary-Treasurer Tom Malloy stated that the settlement would not have been possible without the good grievance machinery in the agreement with the company. Malloy

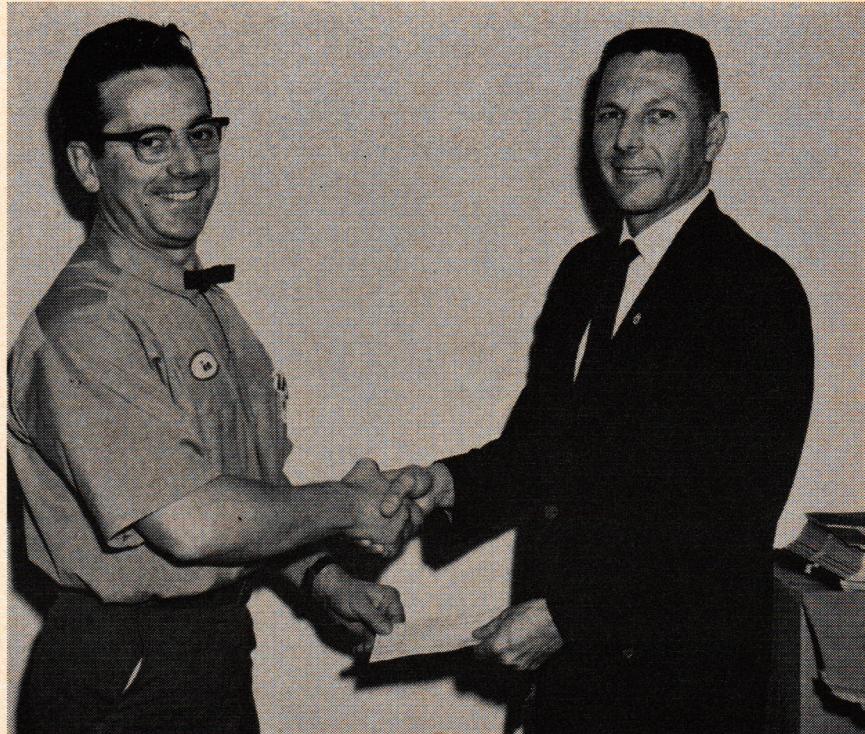
further stated that without adequate language in the agreement to protect union members it would have been difficult, if not impossible, to process the grievance to a successful conclusion.

• Warehousing

A big majority of the employees of SMD Industries, Inc., of South Boston, Mass., voted for representation by Teamster Local 25 in a recent National Labor Relations Board election.

William J. McCarthy, president of Local 25, said the vote was 31 to 10 in favor of the union. There were 50 employees of the household goods warehouse eligible to vote.

The new bargaining unit includes warehousemen, truck drivers, order pickers, track men and women, shippers, receivers, and packers.



Local 281 Secretary-Treasurer Tom Malloy, right, is shown presenting a \$3,000 backpay award to 281 Member Thomas Mallos, route driver for Northwest Industrial Laundry. The award resulted from arbitration which resulted in the ruling that Mallos was wrongfully discharged and was entitled to backpay and reinstatement.

In Idaho

Teamsters Win Reinstatement For 6 Fired Potato Strikers

While agreeing with the trial examiner's conclusion that Lamb-Weston, Inc., of American Falls, Idaho, unlawfully refused to reinstate 6 economic strikers because of their activity for Teamster Local 983 of Pocatello, the National Labor Relations Board set forth its own rationale recently for finding such conduct discriminatory.

Case findings revealed that the company, in the business of processing potatoes, employs about 750 workers at the height of its season from Dec. 1 through March. On Nov. 8, 1966, nearly 200 of the employer's 650 workers went on strike and established a picket line at the plant.

Although the strike continued to the time of the case hearing, the bulk of the strikers returned to work shortly after Nov. 23, when an official of Local 983 advised them to apply for reinstatement. At that time, the plant was approaching the peak of its seasonal operation when it required a large number of extra work-

ers in addition to those who went on strike.

Although the 6 discriminates applied for reinstatement on Nov. 23, they were refused—in effect, fired. Instead, they were regarded as new applicants. Five of the 6 former strikers were rehired as new employees, without any accrued seniority benefits.

That was when Local 983 filed unfair labor practice charges. The Board quickly noted that it is well established that economic strikers are entitled to be reinstated, upon their applications, to their former positions unless some valid reason is shown for denying them.

Citing a Supreme Court decision, the Board noted that the high court stated that if an employer refuses to reinstate striking employees after the conclusion of a strike and the effect is to discourage employees from exercising their rights, it is an unfair labor practice. Furthermore, if the employer cannot show that his action was due

Officer Retires

Edward C. Esboldt, a charter member of Teamster Local 409 in St. Paul, Minn., and secretary-treasurer since it was chartered in 1937, retired recently. Also during his more than 30 years as a Teamster, he served as secretary-treasurer of Teamster Joint Council 34 since 1938 to the time of his retirement.

to "legitimate and substantial business justifications," he is guilty of an unfair labor practice.

The employer in the potato case contended that all 6 discriminates had been replaced permanently. However, the Board ruled that the record did not support the employer's contention. Also, it was found that the employer had made coercive statements to employees.

The Board ordered Lamb-Weston to cease the unlawful conduct and reinstate the 6 discriminates with backpay and interest.

Officer on Board

Eddie Lee (seated left), secretary-treasurer of Teamster Local 407 in Cleveland, Ohio, recently was elected to the board of directors of the Cleveland Convention Bureau. He is shown at a meeting with Cleveland Mayor Carl B. Stokes (center) and Edward Brennan, (right) executive director of the convention bureau. Standing are city officials Paul Hurd and Ed Baugh.

Croupiers Go Teamster In San Juan

Croupiers employed at the gambling casino of the El San Juan Hotel in San Juan, Puerto Rico, voted unanimously for representation by Teamster Local 901 in a recent National Labor Relations Board election.

Luis E. Pagan, secretary-treasurer of the local union, said 75 croupiers were eligible to ballot and 72 of them voted Teamster. There were no opposing votes.

Local 657 Wins at Ready-Mix

Teamster Local 657 of San Antonio, Tex., won a major organizing victory recently when ready-mix drivers and aggregate employees of McDonough Bros., voted 167 to 70 for representation by the Teamsters in a National Labor Relations Board election.

David Halpenny, Jr., Local 657 business representative, said the win was the second major victory in this industry in Texas during the past 18 months.

In June, 1967, a contract was signed with Olmos Products Corp., operating under the names of Leon Sand & Gravel Co., Bexar Asphalt, Feld-Tex, and Laredo Sand & Gravel.

The McDonough Bros., win means there are approximately 450 ready-mix and aggregate employees now represented by Local 657.

Another recent win by the union involved the Pak-Mor Mfg. Co., Inc., of San Antonio, a manufacturer of compressor bodies for garbage trucks. Halpenny said the NLRB vote tally was 27 to 21 for Local 657. The unit is composed of welders, painters, die press operators, roll press operators, mechanics, and assembly men.

• Spiegel Pact

Members of Teamster Local 743 employed at Spiegel, Inc., in Chicago, Ill., recently voted by a margin of 33-to-1 to ratify a new agreement with the company.

Firm Lauds Local Union With Ad

Teamster Local 439 of Stockton, Calif., recently enjoyed an unusual experience after successfully organizing 16 workers employed by Sanitary City Disposal Co., in Lodi, Calif., a small farm community.

The company took an advertisement in the local newspaper, stating: "In keeping with our long standing policy of doing everything possible to assure the residents of Lodi the best of service, we are pleased to announce: All of our employees are now members of Teamster Local 439."

'No Visible Progress'

Workers Dump Independent Union For New Jersey Teamster Local

Nearly 350 workers employed by the Joseph Dixon Crucible Co., in Jersey City, N.J., recently named Teamster Local 641 as their bargaining agent, dumping an independent union by a 3-to-1 vote margin in a National Labor Relations Board election.

The organizing campaign was under the direction of International Vice President Dominick Calabrese, secretary-treasurer of Local 641 and also president of Teamster Joint Council 73, and Lawrence McDermott, president of Local 641.

George Lonergan, vice president of the local union, and Jackie Spero, business representative, guided the organizing drive in the field. They were aided by Teddy Kuzminski, Anthony Conte, Mary Jackson, Bernard Basta, William Albright, and Carmelo Sollis.

Lonergan said the independent union had been the bargaining representative for the workers for 10 years "with no visible progress." When the workers decided they needed better

representation, they came to Local 641 and asked for help. The workers went Teamster despite a vigorous smear campaign conducted by the independent union before the election.

The current contract expired in late May and negotiations on a new contract filled with Teamster benefits were scheduled to get underway immediately.

The company produces industrial products and school supplies.

• Engineering

Teamster Local 970 of Minneapolis, Minn., recently was certified as the bargaining representative for 138 employees of Jet-O-Matic Engineering Co., following a lengthy National Labor Relations Board fight over challenged ballots in the election.

Earl H. Drange, secretary-treasurer of Local 970, said that of 38 eligible voters, 19 ballots were cast for the Teamsters, 16 against, and 3 were challenged. A hearing resulted in the certification.



All smiles as bargaining strategy is discussed on contract negotiations for newly-organized members of Teamster Local 641 after a 3-to-1 election victory over an independent union at the Joseph Dixon Crucible Co., in Jersey City, N.J., are the organizers who conducted the campaign (left to right): Teddy Kuzminski, Anthony Conte, Mary Jackson, Bernard Basta, William Albright, and George Lonergan, vice president of the local union. Another organizer, Carmelo Sollis, was not present for the photo.

In NY State

Board Ruling Favors Teamsters

In Employer-IUE Collusion Case

Sustaining the trial examiner, the National Labor Relations Board ruled recently that Riker Video Industries, Inc., of Hauppauge, N.Y., rendered unlawful assistance to the Electrical Workers (IUE) by urging and soliciting its employees to sign authorization cards and become members of that union.

The unfair labor practices charge was brought by Teamster Local 1034 of New York City. The hearing showed that the Teamsters commenced an organizing campaign at the company's electronic assembly plant in September, 1966.

In early March, 1967, a number of employees who were formerly employed at another company and who were ex-members of the IUE initiated a campaign on behalf of that union.

The Teamsters charged that thereafter through June, 1967, the employer, through supervisor Joseph Beltrani, rendered unlawful assistance

and support to the IUE.

It was noted by the examiner that the company conceded Beltrani had urged the signing of cards by employees and solicited memberships for the IUE. The issue, therefore, was whether Beltrani was a supervisor within the meaning of the Act. The examiner concluded that he was vested with and did carry out such authority by assigning work, deciding whether to hire job applicants, granting leave, and recommending assignments and promotions.

The examiner was unconvinced by Beltrani's testimony that he was only a highly-skilled leadman who merely voiced opinions to management and made no recommendations. As a result, the examiner decided that Beltrani was a supervisor and his conduct in assisting the IUE was unlawful.

The Board also found the employer guilty of interrogating workers concerning their membership in and ac-

tivities for the IUE and Teamster Local 1034, threatening removal of work from the plant if employees became or remained members of both of the above unions, and threatening the denial of wage increases and the employees' requests for lateral transfer if they became or remained members of the Teamster local union.

The Board ordered the company to cease the unlawful conduct.

Local 1034 Wins NLRB Case

Fast Chemical Products Corp., of Yonkers, N.Y., unlawfully refused to bargain in good faith with Teamster Local 1034, terminated 3 employees because of their activities for the union, and committed numerous other illegal acts, said the National Labor Relations Board in a recent decision.

Sustaining the trial examiner, the Board said it was determined that after the union had secured authorization cards from a majority of the employees, an attempt was made to meet with the employer. The union representatives left upon learning that the employer was out of town.

The union then filed for a representation election and in response, the examiner found, the employer then embarked on a course to undermine the union's majority.

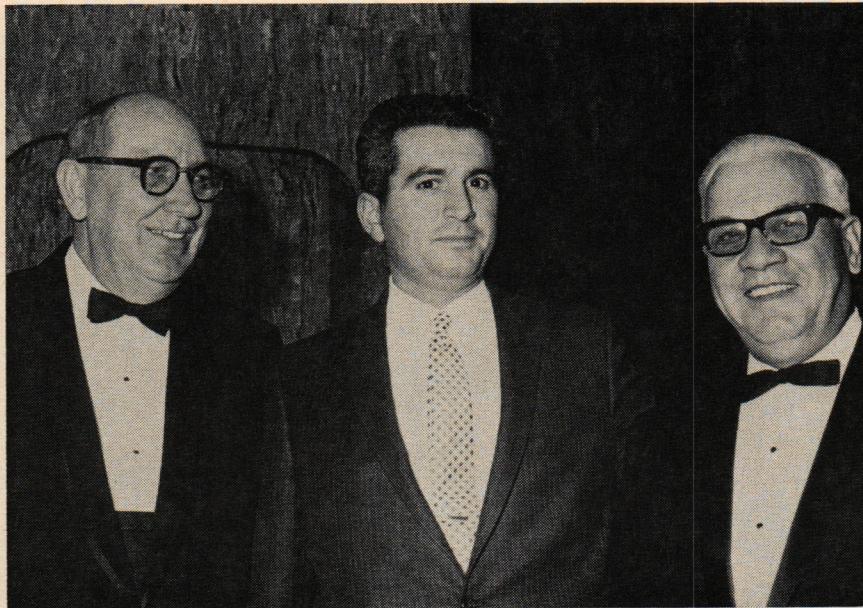
Besides threatening to close the Yonkers plant if the employees joined or supported the union, the employer also interrogated the workers about their union activities, offered to help them get the aid of a different labor organization, granted benefits as inducements for them to refrain from union activities, and discriminatorily fired 3 employees to "nip in the bud" the union activities of the workers. All of the foregoing constituted violations of the Act.

After the union finally made contact with the firm's attorney, the employer informed the union that he would prefer an election rather than sign a contract, as the union had proposed.

However, the union responded that the employer had deliberately destroyed the union's majority and that there would be no election. The union then withdrew its petition for an election.

The examiner found that as the employer's actions were designed to

Ryan Honored



William H. Ryan (right), retiring president of Teamster Local 937 in Baltimore, Md., enjoyed a testimonial dinner by 1,000 well-wishers recently as members of his local union, leaders from other unions, political figures and business executives honored his lengthy Teamster career. Shown with Ryan are U.S. Rep. Edward Garmatz (left), Maryland Democrat, and Baltimore Mayor Thomas D'Alesandro. Ryan received a watch from Local 937 members and a gift from the dinner committee.

and did undermine the union's majority and made the conduct of a free and fair election impossible, the employer's refusal to bargain was unlawful.

The Board ordered the company to cease the unlawful conduct, bargain with the union upon request, and reimburse the 3 fired employees for any loss of earnings they may have suffered. No job reinstatement was ordered since the employer's offer to recall 2 of them was rejected and the third would eventually have been terminated in the normal course of business.

Local 270 Wins Bargaining Case

Granting the General Counsel's motion for summary judgment, the National Labor Relations Board ruled recently that Click Delivery Service, Inc., Metairie, La., violated the Act by refusing to bargain with Teamster Local 270 of New Orleans, certified representative of the firm's employees.

The Board said no merit was found in the company's contentions that the complaint brought by Local 270 should be dismissed or that the firm was entitled to a hearing as a matter of right to argue a legal issue raised in its objection to a representation election in which the union prevailed.

All material issues, the Board said, had been decided in the representation proceeding. In the absence of newly discovered or previously unavailable evidence, the employer was not entitled to relitigate issues which were or could have been raised in the earlier case.

As a result, the Board granted the General Counsel's motion and, since no factual controversy existed, found that the employer's refusal to bargain with the union was unlawful.

Click was ordered by the Board to cease the unlawful conduct and bargain with the union upon request.

Local 90 Wins Discharge Case

Sustaining the trial examiner, the National Labor Relations Board ruled recently that Ames Redi-Mix Concrete, Inc., of Zearing, Ia., violated the Act by discharging Roger Thorn-

ton because of his activity for Teamster Local 90 of Des Moines.

The company manufactures and sells concrete and related products at various plants in Iowa, and operates a concrete plant and lumber yard in Zearing where Thornton worked.

Hired as a truckdriver, Thornton was discharged 3 months later because he allegedly had failed to keep his ready-mix vehicle clean in the proper fashion. The examiner found, however, that the reason advanced by the employer for Thornton's discharge was a pretext.

Union Activity

Testimony revealed Thornton had engaged in union activity at the Zearing plant for a month prior to his firing. At the time, Local 90 also was engaged in organizing activity at the company's plants in Ames.

It was found also that a few weeks prior to his discharge, Thornton was offered a promotion and transferral to an Ames plant. The offer, said the examiner, was made for the purpose of preventing the union from enlarging its influence in the Ames area into Zearing and restricting Thornton's activity to where the union already was active.

Later on, the examiner determined, Thornton's union activity could no longer be eliminated by transferring him to Ames so the employer's manager decided to discharge him.

The employer was ordered to cease the unlawful conduct and reinstate Thornton with backpay and interest.

Teamster Election Wins Pace Field

Teamsters Union organizing again paced the labor movement in the most recent report of single-union representation election activity released by the National Labor Relations Board.

Records for last March show that Teamsters affiliates took part in 174 of the 615 single-union elections, more than 28 per cent, and won 104 of the total 344 victories posted by all unions for a mark of better than 30 per cent.

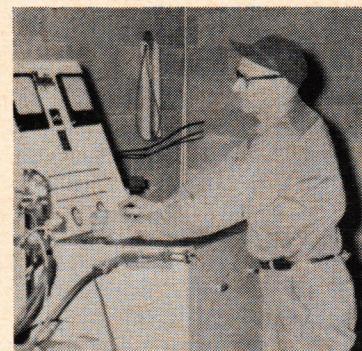
Some 12,897 workers were eligible to vote in the winning elections and 2,371 of them decided to go Teamster—better than 1 of every 6.

Appreciation

Dear Sirs:

I just recently retired after years as a truck mechanic, the last 11 years with Spector Freight, Local 24, Richfield, Ohio.

I can't express my thanks enough for the pension I am get-



Thomas Harris

ting. I owe it all to Local 24 and the International Brotherhood of Teamsters which made it all possible.

My sincere thanks to you all, and the fellows at Spector who gave a nice dinner and gift the day I left.

Fraternally,
Thomas V. Harris

Jobless Rate Drops to 3½ Per Cent

The number of jobless workers in the United States dropped below 2.5 million last April for the first time since 1953, according to the latest Labor Department figures.

The report showed total employment increased 600,000 to 75.1 million, mostly because of the end of the copper and glass strikes.

Arthur M. Ross, commissioner of labor statistics, said a new study covering the poorest neighborhoods in the nation's 100 largest cities shows that their over-all unemployment rate was 7 per cent.

He added that while there have been some minor improvements among the minority groups in terms of employment, it still is a case of "running pretty fast to stand still."

Announcement Soon

James R. Hoffa Scholarship Winners Have Been Selected

Final selection of winners of the 1968 James R. Hoffa scholarships have been made by a blue ribbon committee of Washington, D.C., educators, and announcement of the recipients will be made when all have indicated their acceptance.

Nearly 5,000 sons and daughters of Teamster members from across the country applied for the scholarships which were set up at the 1966 convention of the International Brotherhood of Teamsters as a tribute to General President Hoffa.

Final selection was made from 4,501 applicants, the balance of the 5,000 having disqualified themselves.

On the selection committee are:

Rev. Joseph F. Sweeney, S.J., Director of Admissions at Georgetown University;

Charles A. Lyons, Director of Admissions, Howard University;

And, Joseph Y. Ruth, Director of Admissions, George Washington University.

Eight Hoffa scholarships are awarded. Winners are chosen on the basis of need and scholastic achievement. Two winners from each Area Conference are selected.



James R. Hoffa

The grants are for \$6,000, provisional upon the winners maintaining adequate scholastic standing in their classes.

Among this year's applicants, there were three perfect scores on the Scholastic Aptitude Tests, although a perfect score alone does not necessarily win a scholarship.

\$2,000 Grants

Local 705 Gives Scholarships To Children of Five Members

Five \$2,000 college scholarships were awarded recently by Teamster Local 705 in Chicago, Ill., to children of members.

Shown during ceremonies in awarding \$2,000 college scholarships to children of Teamster Local 705 members are (left to right): Louis F. Peick, secretary-treasurer of Local 705; Frank Kratky, president of the local union; scholarship winners Christine Ahlgren, Thomas Zubaty, James Podozerwinski, Paul Anthony, and Michael Petersen.



are worth \$500 a year over a 4-year span, provided the students achieve satisfactory records in the college of their choice.

The scholarships were awarded on the basis of rank in class, scores on college entrance tests, and a competitive examination.

Winning the first grants were Christine Ahlgren, daughter of Raymond Ahlgren; Thomas Zubaty, son of Rudolph Zubaty; James Podozerwinski, son of Stanley Podozerwinski; Paul Anthony, son of Clayton Anthony, and Michael Peterson, son of Harold Petersen.

Peick said the local union also operates a college counseling program to provide assistance to the children of Local 705 members in selecting and gaining admission to a college and in obtaining maximum financial aid from other sources for which they are eligible.

Dr. King Awards Voted In Local 743

Local No. 743 has voted to establish two \$500 cash scholarships awards in honor of the memory of Dr. Martin Luther King, Jr.

Local 743 President Donald Peters said the action was taken by the union's executive board because of Dr. King's concern for education.

The memorial awards are in addition to the six \$500 scholarships given annually by Local 743 to children of members and a \$1,000 Peters' family award which is given to the outstanding applicant as a special scholarship.

Scholarships honoring the memory of Dr. King will be for the average students who would be encouraged to continue their education.

Grades in high school or scores in tests will not be the primary basis for selecting the winners of the Dr. King Scholarships.

"Some of the children of our members do not get top quality education because of where they live or due to other circumstances," Peters said.

"This is reflected in their grades. Now, Local 743 is eager to help these young people achieve their full potential.

"That was Dr. King's dream—for

his own children and for all people. We hope that other organizations will follow our examples," Peters said.

He urged all children of members

graduating from high school in June to make scholarship applications and get into the competition for the scholarship offered by the local union.

terminated on the basis of their scholastic standings in high school, college board exams, aptitude tests, and college entrance exams.

For Teamster Children

New Lou Lanni Scholarships Brings Total Grants to 20

Two boys and two girls, children of rank-and-file members of Teamster Local 830 in Philadelphia, Pa., recently were adjudged winners of the 6th annual Lou Lanni scholarship awards.

The awards, named in honor of the secretary-treasurer of Local 830, raised the number of youngsters receiving 4-year college grants of \$1,000 a year to 20. The amount of money allocated to the scholarship program now totals \$80,000—making it one of the largest scholarship programs of its kind in the country.

The most recent grants went to:

—Edwin J. Tobin, son of Mr. and Mrs. Edward J. Tobin, Sr. The father has worked for Smiler Beverages for 13 years.

—Thomas J. Kane, son of Mr. and Mrs. Clark Hill. The father has

worked for Ruger Beer Distributors for 16 years.

—Janice Chester, daughter of Mr. and Mrs. John S. Chester. The father has worked for Crown Ltd., for 21 years.

—Maryanne McArdle, daughter of Mr. and Mrs. Francis McArdle. The father has worked for Ortlieb's Brewery for 7 years.

The scholarship program was inaugurated in 1961 by the Local 830 membership with funds being raised at a huge dinner-dance.

For the initial 2 years, only 2 students were selected. However, as enthusiasm and recognition increased for the project, it was expanded to grants for 4 youngsters.

Only the children of Local 830 members are eligible to compete for the scholarships. The winners are de-



A beaming Lou Lanni congratulates the sons and daughters of Teamster Local 830 members who recently won college scholarships named in his honor. With Lanni are: Jancie Chester, Maryanne McArdle, Thomas J. Kane, and Edwin J. Tobin.

3rd Art Show Scheduled by Jt. Council 16

Three years ago, the Teamster Art Center was organized under the sponsorship of Joint Council No. 16.

Eligible for participation have been members of all Locals affiliated with Joint Council No. 16. The response was immediate and enthusiastic.

Regular evening classes have been held in Sculpture, Painting, and Sketching under the instruction of professional artists and sculptors. Most of the student Teamsters never held a brush or a piece of clay in their hands before.

The Program's Director is Saul Solomon, who is the Administrator of a Teamsters Pension and Welfare Fund (Local 816).

The THIRD ANNUAL EXHIBITION of the paintings and sculpture completed by the members during the 1967-1968 semester, will be on view at the Teamster Art Center, 205 West 14th Street, New York City, on Saturday, June 22nd, and Sunday, June 23rd, 1968, between the hours of 12 noon and 5 p.m.

A cordial invitation to attend is extended by Joseph Trerotola, President, and the entire Executive Board of Joint Council No. 16, to all Teamsters, their relatives, and friends, as well as to the public.

• Civil Employees

New York City-based Teamster Local 237 won its second representation election in a month when it polled 201 votes to 141 for the Civil Service Employees Assn. among 380 non-professional school district workers in Brentwood, Long Island.

Barry Feinstein, president of Local 237, said the election win gave the union status as the bargaining agent for the custodians and cafeteria workers in Long Island's largest school district. He said campaigns are projected for other school districts in the area.

New Concept

Palletized Highways Proposed To Triple Traffic and Speed

More and more ideas are being proposed to unsnarl traffic in the city and make turnpike driving safer, and one of the latest is a so-called "trans-pallet system" developed by Speed-Park, Inc.

An automated system, the transpallet plan—its backers claim—would put more than 3 times as many cars and trucks on a given roadway than is now possible. It would also move the vehicles faster, end accidents and loss of life, and all without noise or polluting the air.

Transpallet is a simple idea but it would be expensive to put into effect, which may quickly cross it off the list of growing traffic solutions. Instead of vehicles being automated on highways via networks or special electronic circuits—as has been suggested—they would instead ride piggyback aboard speed-controlled pallets directed by a computer system.

Trucks and autos would enter a spe-

cial pallet port similar in appearance to a tollgate and be driven aboard the flatcars, be locked into place, then directed to a center rail to begin the journey.

Pallets would be spaced evenly apart and it is estimated the 1-lane traffic flow could be boosted to a rate of 7,200 vehicles-on-pallet per hour moving past a given point at a rate of 2 per second.

Average pallet speed would be held at 60 miles per hour. Drivers would push buttons to select destinations and insert tokens or charge-plates to pay the toll.

Some advantages of the plan include less road space, and the condition of a given vehicle would not be important so far as attaining movement. Presumably the system would contain a safeguard so that if a pallet mal-functioned all pallets would halt rather than pile up like a runaway train.

New Safety Standards Issued

Federal Highway Administrator Lowell K. Bridwell has issued new truck safety standards and amendments to existing standards to apply to vehicles manufactured after Dec. 31, 1968.

The first is directed at preventing accidents that might occur from failure of headlamp concealment devices or inadvertent blacking out of headlamps while in use. The standard does not require such devices, but establishes performance criteria for them, including a requirement that if any loss of power or malfunction occurs, the devices must fall to an open position.

Another new standard requires that all vehicles be equipped with a hood latch system, and in the case of front opening hoods, must have a second latch position or a second latch to prevent inadvertent opening.

Amendments to existing standards include application of windshield defrosting and defogging systems to trucks and buses, and a broadening of the windshield wiping and washing systems standard to cover multipurpose vehicles, trucks and buses not previously covered.

Driving Excellence



Teamster Local 81 Member Ray Potter, right, is shown receiving an award for safe driving at United Buckingham Freight Lines recent safety banquet. Presenting the award is Buckingham's Assistant General Manager Joe Breitenstein. Witnessing the event is Local 81 Business Agent Jess Arnold (left). Potter was cited for compiling the amazing record of 35 years of driving without a chargeable accident with the company. Potter's safe driving actually extends for 38 years without a chargeable accident. Following the Buckingham banquet, Potter was named Oregon Driver of the Year.

Agreements Show Gains Over 1967

A Department of Labor study shows that collective bargaining agreements for the first 3 months of 1968 brought considerable gains over 1967 for the 700,000 workers covered in major contracts.

The survey revealed:

—A median wage and benefit package increase of 6.2 per cent a year—compared with 5.2 per cent in 1967.

—A wage rate average gain of 5.6 per cent on straight-time average hourly earnings compared with 5 per cent for all of 1967.

—A median wage rate increase of 7.4 per cent for manufacturing compared with 6.4 per cent in 1967; 7.7 per cent for non-manufacturing compared with 5 per cent the previous year.

Among the biggest first-quarter settlements were those in copper, can, glass, and transportation.

Latest Report

Motor Freight Revenue Gain Widens Gap Over Railroads

Motor freight revenue, which first surpassed railroad revenue in both dollars and percentages of total value

in 1962, extended its lead still more in 1966, according to the Interstate Commerce Commission's most recent

Sticky Mess

Transportation Scientists Compare City Traffic with Flow of Syrup

Transportation scientists — a new and growing group of mathematicians, physicists and technologists—are beginning to think of city traffic snarls in terms of a great mass of slowly flowing syrup.

Applying principles of statistical analysis and probability theory, the scientists are beginning to conclude that traffic jams really aren't the fault of automobiles.

Cars Flow

"Cars don't interact," said Dr. Robert Herman, head of the theoretical physics department at General Motors research laboratories. "We drive in such a way that cars flow around each other. Their performance depends upon the character of the fluid flow."

Attack the traffic problem from this standpoint, the transportation scientists have managed to speed traffic as much as 7 per cent in New York City's Holland and Lincoln tunnels.

Using process control computer

technology, the traffic specialists found in the New York tunnel study that single lane traffic moved much more freely if "pulsed through" in groups as high as 50 cars at a time. The idea is that traffic flows smoothly up to the point where the number of cars reaches what might be called a critical saturation point. Over 50 cars, in this case, caused the tunnel traffic to slow measurably.

As a result of this and other successful experiments, transportation specialists are more and more viewing the movement of vehicles as an unusual fluid system that requires an understanding of the basic process of flow.

Individuals

They deal in such areas as "stability characteristics," "fluid diffusion," and "vortices" to determine the way vehicles move in traffic.

Still clouding the picture, however,

Seattle Business Agent Sets National Bowling Record

Earl Bush, Business Agent for Local 117, in Seattle, recently broke a national match play five-game qualifying record when he rolled a monumental 1332 total during the qualifying phase of the Northwest Bowlers Association tournament, tossing a 300 game in the process.

Starting with a 257, Bush shot his perfecto, and then kept up the sizzling pace with 269, 248, and 258.

The previous record of 1300 was rolled by all-time great Bill Welu, two years ago in Akron.

Bush's score has been submitted to the American Bowling Congress for official sanction.

is the unpredictable behavior of individual motorists, and the way they react when confronted with various traffic situations.

report.

Transport Economics, a monthly report published by the ICC Bureau of Economics, disclosed that in 1966:

—Motor carriers (Class I-III) of property collected more than \$10.8 billion in revenue amounting to 50.2 per cent of the total revenue of all carriers regulated by the ICC.

—Line-haul railroads (Class I-II) posted nearly \$9.5 billion in revenue during the same period, a percentage of 43.9 of the total.

It was the first time in history that the trucking industry exceeded the 50 per cent mark. The last year railroads had 50 per cent or better of the freight revenue dollar was in 1959.

Revenue Growth

The trucking industry first topped the railroads in 1962 by only \$16.4 million dollars and one-tenth of a percentage point. In 5 short years since then, motor carriers have broadened the gap by nearly \$1.4 billion and better than 6 percentage points.

Figures for the 18-year period of 1949-66 reflect even more startlingly the motor freight industry's revenue growth. In 1949, motor carrier revenue amounted to less than \$3 billion—27.4 of the total revenue. In that same year, railroad revenue was better than \$7.1 billion or in excess of 67 per cent.

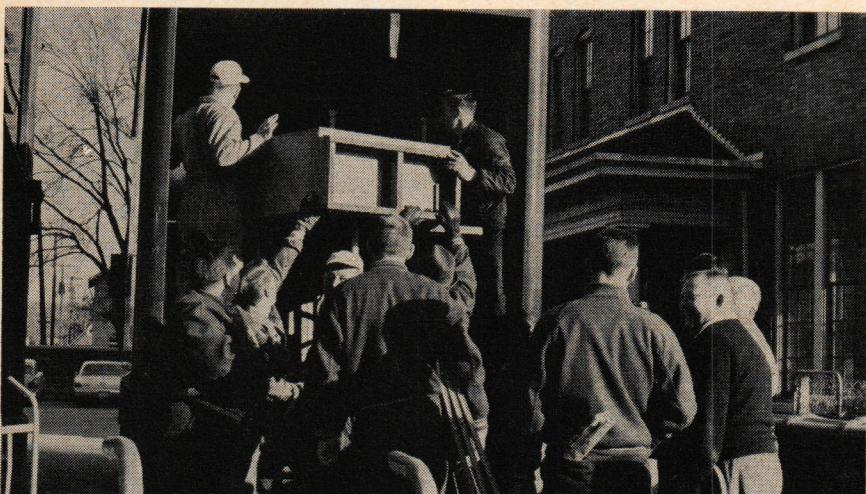
Sliding Index

A sliding index of growth prepared by the ICC on the basis of revenue increases between 1949 and 1966 shows trucking to have the greatest relative growth with an index of 373.1 per cent of the 1949 total. Oil pipelines have an index growth of 269.7 per cent, water carriers are third with 155.9 per cent, and railroads trail with 132.7 per cent.

In 1949, total freight revenue amounted to slightly more than \$10.6 billion for all carriers. Eighteen years later, it had doubled to a total of more than \$21.6 billion.

Oil pipeline revenue, while it has nearly tripled since 1949 to a mark of \$941 million in 1966, still only accounts for less than 5 per cent of all freight revenue. Water carrier revenue—at \$333 million in 1966—was but 1.5 per cent of the total that year.

Teamsters Help 'Little Sisters'



Some 150 members of Teamster Local 135 in Indianapolis, Ind., recently donated their time and muscle to help move the residence of the Little Sisters of the Poor Home for the Aged to a new location. Fifty men drove vehicles provided by members of the Indiana Motor Truck Assn., and the remainder loaded and unloaded furnishings. Volunteers here are shown skillfully easing a cabinet into a van.



Loran O. Robbins, right, photo above, president of Local 135, was among those assisting in the move of the Little Sisters of the Poor to their new home. In photo left, local 135 members exercised special care in handling religious articles during the moving job.

Retiring Officer Honored

More than 750 friends of Mathew Ruoppolo, retiring president of Teamster Local 443 in New Haven, Conn., gathered together recently to honor him with a testimonial dinner in recognition of his many years of Teamster service.

Among the speakers giving tribute to Ruoppolo's career were: International Vice President Joseph Trerotola; Walter Shea, representing General Vice President Frank E. Fitzsimmons; Robert Flynn, representing International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, and Nicholas P. Morrissey, IBT general organizer.

Ruoppolo was presented with a silver plaque to commemorate the occasion. The inscription read:

"This plaque is presented to Mathew Ruoppolo on behalf of his many friends and fellow Teamsters in grateful appreciation for the many years he has kept the wheels rolling and helping deliver decent wages and working conditions for his Teamsters and their families, providing them with protection in health as well as sickness and in retirement, and bringing dignity and self-esteem to all and in recognition of his devotion to the welfare and improvement of life for his fellow citizens as chairman of the New Haven Redevelopment Agency and Representative to the General Assembly for the 108th District."

In addition, Ruoppolo was presented the gavel he used to conduct union meetings for the past 10 years.

Mathew Ruoppolo (left), is shown receiving a plaque for his service to the local union from John Pisano, secretary-treasurer of Local 443.



Challenge to Organizing**Automation, Technological Change
To Further Affect Jobs in Future**

ORGANIZED labor's skill at winning new members faces an updating challenge if a new occupational outlook handbook just published by the Department of Labor is even halfway accurate in its predictions.

Automation and technological change, forecasts the handbook prepared by the Bureau of Labor Statistics, will open up millions of career job opportunities through the 1970's in the skilled trades, social services, and a wide variety of professional pursuits.

In stressing the impact of the changing job scene, the handbook notes changes in entrance requirements and employment opportunities for more than 700 occupations and 30 major industries.

Professional occupations, for example, are growing twice as fast as overall employment and will show a 45 per cent employment gain by 1975. Growth and replacement requirements will open up some 650,000 new professional opportunities each year through the 1970's.

Along with this change is the projection that while half the workers in the country now are in semiskilled, clerical and service jobs, the number is expected to increase by a fourth by 1975.

Lower-level managerial occupations, meanwhile, continue to grow rapidly along with the long-run shift from small to large business. Overall managerial occupations are expected to require 400,000 new workers each year to take care of growth and re-

placement needs.

To keep this new influx of managers busy with something to oversee, it is estimated that 400,000 new semiskilled job openings will become available each year through the 1970's, while 700,000 new clerical and 800,000 new service workers will be needed each year to meet growth and

replacement needs.

The projection means unions will have to increase their organizing efforts in these areas to keep even or grow along with the expanding work force.

Following are some of the occupations discussed in the 1968-69 Occupational Outlook Handbook, listing

New Equipment

Joseph Sutherland, a member of Teamster Local 676 in Collingswood, N.J., is shown operating a new piece of equipment on construction for an atomic power plant near Salem, N.J. The equipment, because of the mud and soft earth where construction is underway, replaces conventional trucks. The "Sprite" is used for hauling material around the job site.

the number of workers needed for replacement and growth in the next decade:

Skilled Occupations: Farm equipment mechanics—2,200; vending machine mechanics—6,000; automobile mechanics—20,000; business machine servicemen—8,000; carpenters—32,000; plumbers and pipefitters—16,000.

Service Occupations: State policemen—2,200; cosmetologists—43,000; hospital attendants—77,000; firefighters—10,000.

Clerical Occupations: Telephone operators—28,000; stenographers and secretaries—175,000; typists—60,000; receptionists—25,000; bank tellers—17,000.

Semi-Skilled Occupations: Photography laboratory occupations—1,300; assemblers—30,000; gasoline service station attendants—9,000; truck drivers—129,000.

Professional and Managerial Occupations: Engineering—65,000; teaching—100,000 in elementary and 100,000 in secondary schools, 30,000 in colleges; counselors—9,000; urban planners—800; economists—1,200; mathematicians—4,700; earth sciences—1,500; physical sciences—15,000; social sciences—2,200; social workers—13,000; performing arts—13,000;

librarians—7,400; programmers—13,600; systems analysts—11,800; technicians—55,000; technicians and draftsmen—16,000.

Health Service Occupations: Dentists—5,000; dieticians—2,400; licensed practical nurses—39,000; medical technologists—6,000; medical X-ray technicians—6,300; pharmacists—4,300; physical therapists—2,400; physicians—15,000; registered professional nurses—61,000; speech pathologists—2,200.

Business Administration: Advertising workers—8,500; industrial traffic managers—1,000; marketing research workers—2,600; personnel workers—6,200; public relations workers—3,200; purchasing agents—8,200.

● Copper Win

A strong majority of the 115 employees of Metal Wire Recovery Corp., of Danville, Pa., recently voted for representation by Teamster Local 764 of Milton, Pa., in a National Labor Relations Board election.

Herbert C. Bright, president of Local 764, said the result of the multi-union ballot was 41 votes for the Teamsters, 20 for the Oil, Chemical and Atomic Workers AFL-CIO, and 13 "no union" votes.

The new bargaining unit at the

company, which is engaged in the recovery of used copper wire for resale to wire manufacturers, is composed of truck drivers, warehousemen, wire sorters and acid vat attendants.

● Miami Wins

Teamster Local 390 of Miami, Fla., recently won representation elections conducted by the National Labor Relations Board at rent-a-car companies in that area.

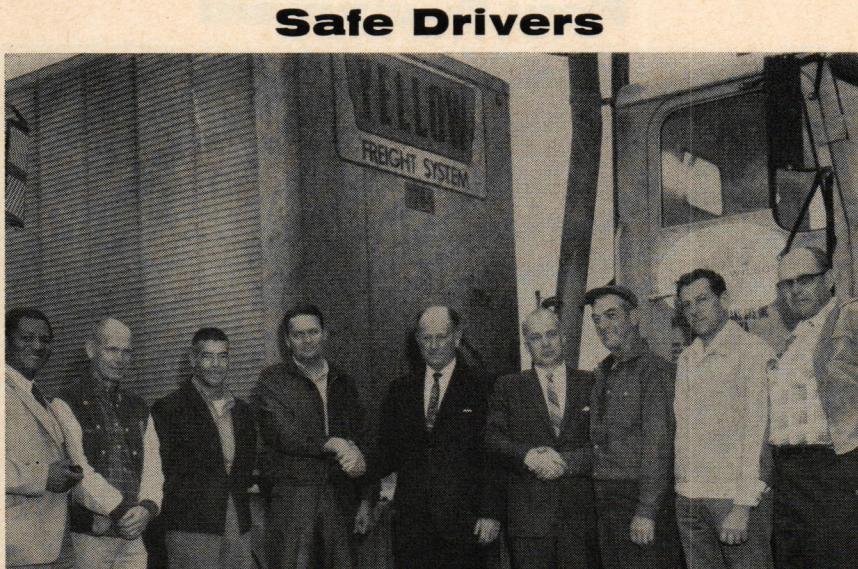
W. Howard Lasater, president of Local 390, said garagemen at Hertz Rent-a-Car in Ft. Lauderdale voted unanimously for Teamster affiliation. The unit has 11 members. Also, 5 service agents employed by Avis Rent-a-Car in West Palm Beach voted unanimously for Local 390.

Lasater said the contracts negotiated for the new members are the best in the South for rent-a-car companies and include substantial wage increases, health and welfare coverage, and 8 paid holidays.

● RR Contract

Some 840 track maintainers employed by the Long Island Railroad who cast off their former union affiliation for the Teamsters Union in early 1967 now enjoy a new and better agreement to replace the old BMW pact.

Negotiated by John Mahoney, secretary-treasurer of Teamster Local 808, the contract provides for a 19 per cent wage increase over the next 33 months. Other gains include 13 paid holidays for employees of 20 years or more, 25 days vacation, and as much as 72 sick days per year.



Recognition for a combined accumulation of 47 years of safe driving was accorded the above freight drivers employed at Yellow Transit Freight Lines in Pico Rivera. Pictured from left to right the Local 208 members are: John T. Williams, 208 BA; Dave Maupin, shop steward; Bob Herrera, 7 years; Al Blaisure, 25 years; Ed Blackmarr, 208 secretary-treasurer; Terminal Manager Jim Harrington; Solomon Zainfeld, 5 years; Floyd Herndon, 7 years; and Marvin Caviness, 3 years. All drivers attested that 'defensive driving' is the clue to safe driving in today's congested traffic conditions.

Research Grant To Local 688 Health Institute

Teamster Local 688's Labor Health Institute, in St. Louis, has been awarded a \$140,000 research contract from the Department of Health, Education and Welfare.

The money will be used for a study to determine how to reduce hospital costs by using home care and extended care facilities under comprehensive group plans such as the Labor Health Institute.

Special Report

Civil Law Provides Debt Relief For Men Entering Armed Service

WITH more and more men being drafted and ordered to active duty from the National Guard and Army Reserve, Teamsters Union members and their sons fortunately have some protections guaranteeing them financial relief in the form of the Soldiers' and Sailors' Civil Relief Act.

Despite the name of the law, which was enacted after World War I, it applies to all men serving in the nation's armed forces.

In a nutshell, it helps men hop the hurdle of financial problems that often arise when they go on military pay and are still faced with the bills due on purchases of cars, homes, furniture, and personal loans they made as civilians.

While the Act isn't foolproof in terms of protecting the man who has just exchanged his civvies for a military tunic, it does contain certain safeguards for both the individual and his creditors.

Suppose, for example, an individual has just bought a new car and after making a few pay-

ments is suddenly ordered to active duty. If he wants to keep the car, the best thing for him to do immediately is contact the lender—preferably by registered mail—and explain the situation. An effort should be made to work out a new payment schedule based on the individual's new circumstances.

Banks and other lending institutions usually will go halfway and try to reach a new agreement of payment, acceptable to both parties. However, if no agreement can be reached, the automobile in the instance cited cannot be taken away from the individual without a court order.

If such a case does go to court, the judge has broad powers under the Act to resolve the suit. He can reduce the payment schedule to suit the individual's new situation or, if circumstances warrant, order the car repossessed. It should be emphasized that the judge is charged with trying to be equitable to both parties.

If the new serviceman finds himself in the position of having to go to court, he has the option of retaining his own lawyer or getting an attorney through the Legal Aid Society.

The court, if it feels it necessary, can appoint counsel. The individual, also, can usually get help from one of the major veteran's organizations.

If the individual is overseas or otherwise unavailable to defend his suit in person, the court in most cases will postpone the case until such time as the debtor can appear in court.

The procedure is basically the same for most financial problems: Notify the creditor, try to work out a solution, and then proceed to court if the problem is not resolved.

Service-bound men sometimes find themselves with apartment problems but they, too, can be resolved if handled properly. If a man has a lease and perhaps a deposit in the hands of the landlord, he can terminate the lease under the law by giving a full 30-day notice in writing.

The landlord must return the apartment deposit if the individual has complied with the law in this situation, but the landlord is still entitled to collect for any legitimate damages to his property.

On the subject of loans, individuals paying more than 6 per cent interest before entering the service may, after induction, be able to reduce the interest rate to 6 per cent. However, the creditor must be notified and the Civil Relief Act must be cited as the authority. Lenders still can go to court with this financial problem.

If the individual has insurance, he may keep it current if it has been in force for at least 180 days by asking the Veterans Administration to guarantee payment of premiums on up to \$10,000 of coverage. When the serviceman returns to civilian life, he then has 2 years in which to get the payments straightened out.

New servicemen and their families needing guidance have several places to get help. They may contact a legal officer on military posts or a state veterans counselor. In many states the service is provided free by the Division of Veterans Affairs.

Further information can be obtained in a booklet, "Information About the Soldiers' and Sailors' Civil Relief Act," available free from the Secretary of the Air Force, Room 4C 922, Pentagon, Washington, D.C.

Great Contrast

Coalition Bargaining Attitudes Termed 'Most Curious Paradox'

"ONE of the most curious paradoxes which has developed on the American labor scene is the contrast in attitudes toward coordinated or coalition bargaining," said Bernard Cushman, special assistant to the General Counsel of the National Labor Relations Board, recently.

Addressing a collective bargaining seminar on the subject of legislative proposals and revisions of collective bargaining procedure, Cushman said that while industry-wide or company-wide bargaining is strongly opposed by some employers, others take an entirely different point of view and complain because of the lack of coordination or joint bargaining on the part of unions which represent their employees.

Cushman cited the case of the recent contract dispute involving San Francisco newspapers and 15 unions. Although only one union was on strike, most of the contracts with the other unions still had many months to run. The settlement disposed of all contract issues for 3 years and resulted in a uniform expiration date.

"The New York Times," said Cushman, "itself a participant in the newspaper publishers' labor problems in New York, praised the achievement of a uniform expiration date." Further, the *Times* suggested New York publishers could benefit from the same approach.

In contrast, the NLRB official pointed out, one of the principal items in dispute in the recent copper strike was the unions' attempt to obtain uniform expiration dates for their collective bargaining agreements with the copper companies.

Cushman said James K. Seymour, president of Associated Transport, Inc., has stated that he favors national bargaining in the trucking industry. In the railroad industry, on the other hand, the Brotherhood of Railroad Trainmen has in a number of instances departed from the practice of national bargaining which has been common in the industry between the

carriers and the union and insisted on bargaining separately with individual railroad carriers.

"These conflicting attitudes," said Cushman, "suggest that it is unlikely that any consensus will be reached on the desirability or undesirability of company-wide bargaining, coordinated bargaining or industry-wide bargaining."

National Labor Relations Board policies in the determination of appropriate bargaining units, Cushman emphasized, play a major role in the establishment of the structural base for bargaining. With court approval, the Board has consistently held over the years that its task is to determine "an appropriate unit" not the *most* appropriate unit.

Considerations at the heart of the National Labor Relations Act relating to freedom of choice for employees have dictated the Board's policy in this respect. Also, negotiating structure is responsive to other considerations which include but are not limited to the organizational patterns of industrial enterprise.

Such structures often extend beyond the certified or recognized units and have great variety. Big corporations often mean big unions as in steel where the big companies bargain jointly with the Steelworkers, and automobiles where company-wide bargaining prevails. Regional competition, as in the bakery and construction industries, tends to mean regional structural arrangements or negotiating units.

"Public policy should be wary, then," cautioned Cushman, "about imposing rigidities upon collective bargaining structure. Primary reliance has been placed on encouraging and permitting adaptation of the negotiating structure by the parties themselves."

He concluded: "I suggest that there is no persuasive evidence that such reliance has been misplaced. If true, legislative proposals which seek to break up large negotiating units have little chance of enactment."

DRIVE REPORT

Truth-in-Lending Law on Threshold of Passage

Strategy Meeting



Mrs. James R. Hoffa, national president of DRIVE Ladies Auxiliary, and Carlos Moore, Teamster legislative director, discuss registration and get-out-the-vote plans in connection with the upcoming general election. Both "Jo" Hoffa and Moore appeared before the Teamster general executive board at its recent quarterly meeting to report to the board on DRIVE activities.

95% Unsafe

Labor Fights for Job Safety Bill As Work Hazards Increase

Assistant Secretary of Labor Esther Peterson laid it on the line recently why the Administration and organized labor are fighting for on-the-job safety legislation.

She disclosed that the Labor Department, under the Public Contracts Act, in inspecting industrial establishments doing business with the government during fiscal 1967, found violations of health and safety standards in 95 per cent of the plants.

"Federal engineers inspected 1,339 industrial establishments, and 1,283 were found to have been in violation of the minimum standards for safety and health conditions in the workplace as set forth in the Public Contracts Act."

The Labor Department official said the violations involved machinery guarding, electrical hazards, fire hazards, inadequate emergency exits, handling of chemicals, and others.

(Continued on page 26)

House-Senate Committee Gives Blessing

"TRUTH-IN-LENDING" legislation, after an uphill 7-year struggle, appeared to be on the threshold of enactment in Congress as *The International Teamster* went to press.

A House-Senate conference committee stamped its approval on the measure that would require "truth-in-lending" and also restrict garnishment of a worker's wages to pay off debts.

Congressional observers expected the bill to be ready very soon with enactment probably assured. It provides that "truth-in-lending" language would become effective July 1, 1969 and the garnishment restrictions would go into effect a year later.

Basically the measure provides that finance charges must be disclosed to buyers *in writing* before a sales or loan transaction is completed. Charges for most consumer credit will have to be itemized both in dollars and in terms of approximate annual interest on the declining balance of loans.

Long opposed by business interests with their pudgy fingers dipped deep into the pie of the \$100 billion consumer-finance field, the proposed law would bring truth to the traditional methods of stating credit costs.

For example, a consumer borrowing \$100 with a total finance charge of \$6 no longer could be told that the interest charge is 6 per cent if the loan is to be paid in 12 equal monthly instalments. Instead, the interest rate would have to be identified truthfully as approximately 11 per cent.

Until Jan. 1, 1971, the bill would permit lenders and other creditors to state finance charges in terms of

(Continued on page 27)

DRIVE in Action

Motorcade Inspires Housewife To Seek Office and Win Election

Enthused by her experience on a DRIVE motorcade trip to Washington, D.C., nearly a year ago, a Teamster wife recently decided to run for office in her home town and won election to the Holbrook, Mass., Board of Health.

The winning candidate was Mary Luenna Bergen, wife of William Bergen, recording secretary of Teamster Local 380 in Roxbury, Mass.

Mrs. Bergen defeated a man for the health board seat and received the largest number of votes ever accorded a woman candidate by Holbrook voters.

The Teamster wife's political interest was inspired by her trip as a member of the Massachusetts DRIVE motorcade from Joint Council 10 in July, 1967. In a letter to the National DRIVE office, she commented:

"My trip to Washington last summer led me to become a candidate for public office. I have not been sorry since making the decision. You are doing fine work encouraging people to register and become more active in government."

Qualifications

The Holbrook (Mass.) *Sun* published a letter from Mrs. Bergen prior to the election in which she explained why she was seeking office and described her qualifications. Following are excerpts from the letter which illustrates probably better than anything else why the voters swept her into office:

"... You may wonder how I feel qualified to fill this position on your Board of Health. I am a registered nurse, having graduated from St. Joseph's Hospital in Lowell, Mass., in 1946. The following year I worked as a medical missionary in the hills of Kentucky. My 4 years in college were interrupted by a 3-year enlistment in the Army Nurse Corps as a 1st Lt. Half of this time was spent in Korea.

"After receiving my B.A. in sociology, I attended Boston University graduate school for 2 years to study social work....

"This summer I had the further experience of attending a 5-day voter education program in Washington,



Mary Luenna Bergen

D.C., as a representative of the Teamsters Union. When not learning about current legislation, we were given an opportunity to meet with our congressmen. I spent some time with Sen. Edward Kennedy, Sen. Edward Brooke, and our Representative, James Burke. I feel sure, if need be, we could call on any of them for assistance.

"With the above educational and personal experience, I feel capable of representing your interests during the coming year. Many strides have been made in medicine and I would like us to have the opportunity through clinics to receive all possible immunizations. There are funds available through local, state, and federal means to help us attain this goal.

"There are people who cannot afford adequate medical assistance as may be necessary in the care of the blind, premature babies, etc. I have seen health conditions in many parts of the country that I would not like to see here. We have been fortunate in all that has been done for us in the past and I hope I can do more for us all in the future. We need also to be thinking more of a solution to our dump, sewage, and garbage disposal problems as the town continues to grow.

"There are probably many areas I have not touched upon which may be

of concern to you now. If you elect me to represent you, I promise to look into every situation and see that you have a reply as to what action may or may not be taken . . ."

No wonder the Holbrook voters cast their ballots for Mrs. Bergen!

Safety Bill

(Continued from page 25)

"Of the 1,283 industrial establishments found in violation," said Mrs. Peterson, "the overwhelming majority rectified the situation voluntarily." Enforcement action was necessary in the case of only 24, but all but three of them finally complied.

"The three which did not," Mrs. Peterson said, "were then declared ineligible for Federal government contracts under the terms of the Public Contracts Act."

Mrs. Peterson said that under the Public Contracts Act, firms holding government contracts can be compelled to adhere to minimum safety and health standards as set forth in the law.

"But we cannot compel a plant to observe these basic conditions if the company does not have a contract with the Federal government." However, we would be able to do so under the proposed Occupational Safety and Health Bill now pending before the Congress," she said.

She declared that the Occupational Safety and Health Act of 1968 would establish enforceable minimum health and safety standards in all plants operating in interstate commerce, and would provide for information gathering, research, training and education in the cause and prevention of work accidents and diseases.

She cited the figures of 14,000 to 15,000 dead, over 2 million disabled and over 7 million injured in occupational accidents each year as a "national shame."

● Food Stamps

Sen. Walter Mondale (D-Minn.) has introduced a bill to provide enough food stamps to wipe out poverty-enforced hunger and malnutrition in the U.S. Mondale called his Domestic Food Assistance Act of 1968 "a complete legislative overhaul of the Food Stamp Act and other domestic feeding legislation."

Truth-in-Lending . . .

"dollars per \$100." Instead of stating an interest rate of 11 per cent, they could use the term of \$11 per \$100. This is intended to safeguard lenders and creditors from violating state usury statutes. The presumption is that by 1971 the various states will have changed their usury laws so that disclosure could be on an interest-rate basis in all cases.

Charged with administering the law and issuing regulations to implement it is the Federal Reserve Board. Retailers or lenders convicted of violations could be held liable to customers for up to \$1,000. Criminal violations could bring prison sentences of up to a year.

The "truth-in-lending" bill's intent is to enable consumers to shop around for the best credit plan. A number of concessions were written into the bill, modifying the original concept, to coddle objecting business interests.

One of the biggest lobbies against the measure was the retail department store industry. Their opposition was so strong that they succeeded in winning a key compromise involving interest-rate disclosure on so-called revolving charge accounts.

The bill requires interest-rate disclosure on revolving charge accounts on both a nominal annual-rate basis and a periodic-rate basis—usually a monthly rate. In a typical case, a department store would have to tell customers that the finance charge on a revolving account was 1½ per cent a month and 18 per cent a year. An optional method of stating interest rates was devised by the conference committee and could result in disclosure of three different interest-rate figures.

Interest rates on first mortgages for home buyers would have to be stated at a true rate.

An agreement on an antigarnishment provision was considered a major victory in the House—a provision which the Senate had not considered. The final proposal specifies that 75 per cent of a worker's wages would be exempt from attachment to satisfy a debt. A flat \$48-a-week exemption from garnishment was put in for low-paid workers, even if that amount exceeds the 75 per cent rule. The exemption applies to take-home pay.

Job protection for workers harassed in a garnishment case was provided and forbids employers firing workers

(Continued from page 25)

the first time they are hit by a garnishment.

Loan-sharking, home-repair rackets, false credit advertising and other deceptions were also taken care of by the bill.

One of the most important provisions, and probably the most unheralded, was that which would establish a National Commission on Consumer Finance charged with making recommendations to Congress for further legislation.

No Dissent

Bill Increasing Truck Sizes OK'd by Senate, Now in House

By voice vote and without dissent, the Senate has approved and sent to the House a measure boosting the size and weight capacity of trucks traveling the Interstate Highway System.

Under the terms of the bill, the single-axle limit would be increased from 18,000 pounds to 20,000 pounds. The tandem-axle limit would increase 2,000 pounds to a maximum of 34,000 pounds.

The measure also contains a new formula involving axle spacing to determine maximum over-all gross weight. Allowable vehicle width would

• A Threat

Sen. J. B. Pearson (R-Kans.) has a bill to "intensify mediation and Presidential negotiating power in labor disputes." The "Right-to-Work" Senator would amend both Taft-Hartley and the Railway Labor Act.

Under the bill, the President could seek a 110-day injunction and appoint a special board in any dispute "which threatens national health or safety if a strike occurs."

be increased a half-foot to 102 inches.

In reporting the bill for Senate action, the Public Works Committee reaffirmed that the "responsibility for legal maximum allowable limits and control of sizes and weights of vehicles operating on the interstate system, as well as on all other road systems of the United States, rests with the individual states."

The committee added that larger payload capacity will facilitate "more productive, economic and efficient passenger and freight transportation by highway."

100 Per Cent DRIVE



Members of Teamster Local 886 in Oklahoma City, Okla., have signed DRIVE membership cards at a 100 per cent rate at 17 companies. Shown with their honor awards are stewards who sparkplugged the campaign (left to right): Standing—Delbert Kain, H. T. Howard, N. L. Thompson, Clifford Troxel, Clyde Martin, W. S. Cunningham, Lloyd House, John P. Davis, Howard Goodson, Paul M. Phillips, Travis Newby, vice president of the local union, Dub Davis, assistant business agent, and B. H. Pannell, Local 886 president; Sitting—Hershall Murray, Fred Walley, Bill Hallman, Claude Wilson, I. C. Bowman, Arnold Sweet, Arnold Posey.

SPOTLIGHT ON *Legislation and Politics*



• Election Buzzsaw a Cure

Rep. Charles Halleck (R-Ind.), a member of the Committee on Standards of Official Conduct, said on the house floor:

"For years we have been hearing all sorts of attacks on Congress and how it ought to be reformed and made honest, but it would have taken a 20-mule team to get those people to testify before our committee. They just didn't show up. There is nothing wrong with Congress that a good election won't cure . . . There is no better code of ethics than going up against an election buzzsaw every two years."

• Subcommittee Death

Rep. John E. Moss (D-Calif.), chairman of a House subcommittee on freedom of information, complains that a proposed compromise in the planned abolition of his subcommittee after 13 years is "farcical." Moss calls it an effort to destroy the subcommittee "in an attractive fashion."

• Clergy Officeholders?

The Rt. Rev. C. Edward Crouther, affiliated with the Center for the Study of Democratic Institutions in Santa Barbara, Calif., suggested recently that members of the clergy should run for public office. He said: ". . . I believe the church is moving in the direction of a tremendous social involvement which makes this next step (political office) a logical one."

• Election Campaign Costs

An estimated \$250 million will be spent this year in local, state and national election campaigning — 25 per cent more than in 1964, the previous record year — according to the Citizens' Research Foundation of Princeton, N.J., a non-partisan group dedicated to the study of political finances.

• Major Primary Upset

The first major primary upset came in Ohio where former Rep. John J. Gilligan crushed his conservative opponent, incumbent Senator Frank Lausche, to win the Democratic Senatorial nomination from that state. Organized labor, which suffered through the years by Lausche's voting record, was credited with playing a major role in the upset.

• Record-Setter Retires

Ninety-year-old Carl Hayden, Arizona Democrat and the oldest man in the U.S. Senate, resigned with the longest record of continual service in the Congress. He first became a congressman in 1912, serving 15 years in the House and 41 years in the Senate.

• Political Endorsements

Several International Unions have made pre-convention endorsements of potential presidential candidates. In each instance, the endorsements have been restricted to the Democratic Party.

• Wiretap Opposition

Among the Senators opposing the wiretap section in the Omnibus Crime Control and Safe Streets Act are Philip Hart and Edward V. Long, Democrats from Michigan and Missouri respectively.

They noted that subcommittee hearings failed to produce a single witness testifying "to the effect that wiretapping or eavesdropping would contribute one iota to the prevention or prosecution of those crimes of violence against persons or property which constitute the major percentage of crime in the streets."

• Dixie Dissent

Sen. Strom Thurmond, one-time Democrat, then Dixiecrat, and now Republican from South Carolina, cast the only dissenting vote when the Senate confirmed President Johnson's nomination of Wilbur J. Cohen as Secretary of Health, Education, and Welfare.

● Stock Ownership

Individual stock ownership continues to increase in the United States. Best estimates now are that the total number is nearing the 25-million mark, or 1 in every 5 or 6 adults.

This is one of the reasons the volume of trading on the New York stock exchange has increased. Trading has jumped from 766 million shares in 1960 to 2.5 billion shares last year as daily trading climbed from an average of 3 million in 1960 to 10 million in 1967.

● Interstate Travelers

Advertising surveys indicate there are 3.4 million travelers on the Interstate Highway System every day.

The average driver logs 11 hours and covers around 500 miles in a day. Some 77 per cent of the motorists on the interstate system interrupt their driving only to buy gasoline.

The 41,000-mile road network, now more than 60 per cent complete, is expected to be completed by 1973.

● Non-Suffering Anaconda

Anaconda Co., reported a 52 per cent decline in first quarter profit due to the recent copper strike, but said a resumption of operations and a high level of business caused it to reinstate the regular quarterly dividend.

Directors of the metals miner and fabricator declared a dividend of 62½ cents a share payable in late June. They had reduced the payment to 37½ cents in the first quarter, conserving about \$5.5 million on the 21.9 million shares outstanding while domestic facilities were closed by the 10-month strike.

About two-thirds of Anaconda's copper output comes from Chile.

● Multi-Millionaires Abound

Fortune magazine reported recently that J. Paul Getty and Howard Hughes are America's only billionaires.

Getty and Hughes, however, are followed by 6 others who are at least half-billionaires, and there are an additional 153 Americans who can boast a net worth of \$100 million or more.

The wealth of many of today's super-rich heirs originally came from automobiles, chemicals, food processing, oil, railroading, and steel. The new

fortunes are being made in communications, drugs and cosmetics, insurance, and the high-technology industries.

● Near-Miss Reports

Pilot reports of near collisions between planes in flight have quadrupled since the Federal Aviation Agency offered immunity from discipline to air crews who file them.

The FAA said it received 554 reports of near misses in the first two-and-a-half months of 1968 when the new reporting procedure went into effect.

Under the old reporting procedure, which made pilots liable to punishment in some cases, the FAA said the average number of near-miss collisions reported per year was 545.

● Cost-of-Living

Arnold Chase, assistant commissioner of labor statistics for the Labor Department, says that if the Consumer Price Index rate increases at its current pace, the cost of living in 1968 could pass the 4 per cent increase mark last registered during the Korean War year of 1951.

The CPI went up four-tenths of 1 per cent in March. It was the biggest jump in 8 months. The increase brought the CPI to 3.9 per cent higher than a year ago at the same time.

Chase asserted that businessmen were partly responsible for the price increases since October because of anticipation of price controls proposed to ease inflationary pressures in the country.

● 300,000 Lawyers

There are an estimated 300,000 lawyers practicing in the United States today, according to the American Bar Assn., an average of one for every 250 persons in the working population.

The ABA says that practicing lawyers during 1963-64 reported a total income of \$4.4 billion—for an average far in excess of \$14,000 annually.

In 1966-67, there were 14 law firms grossing more than \$5 million a year and 7 solo practitioners reporting gross incomes in excess of \$500,000.

● Multi-Car Families

Auto manufacturers expect the percentage of families owning 1 or more cars to continue to rise, with multiple-car families increasing from 26 per cent of all families in 1967 to 35 per cent in 1976.

Consumer expenditures for new cars in the com-

ing years, the auto makers predict, will continue to average about 4.5 per cent of disposable personal income. Average spending per car will increase from \$3,091 in 1967 to \$3,537 by 1975.

One factor increasing the number of multi-car families is the growing number of working wives.

● Farm Population Declines

The nation's farm population has declined to 10.8 million, according to the latest estimate by the Department of Agriculture.

The Department's economic research division says that in the 12 months through April, 1967, some 1,150,000 persons of all ages either moved away from farms or lived on lands where agricultural production ceased.

The farm population loss was partly offset by nearly 300,000 people who either moved to farm-lands or took up farming—a net loss of 851,000.

● Job Outlook

Employment prospects for 1968's record number of college graduates are exceedingly bright, according to the findings of a Department of Labor study. In releasing a summary of job opportunities in several major fields, the Department reported that this year's graduates—over 820,000 of them—still may not be able to fill all career openings offered.

More than 670,000 men and women will receive bachelor's degrees and 150,000 will receive advance degrees, representing the largest graduating "class" in U.S. history. As graduation nears, never has there been such a strong, three-way pull for American college graduates—from industry, graduate schools and the military draft. The competition between employers for this year's graduates shows up clearly in the starting salaries being offered, which top last year's by about five percent.

● Social Security Sound

Those who have never supported social security have consistently charged that it is poorly funded and about ready to go broke. Robert M. Ball, Commissioner of Social Security, has an answer for them. "The financing of the social security program is in excellent shape," he declared.

His statement was issued after the Boards of Trustees of the four social security trust funds had completed their annual review of the operations of the funds for both the short range and the long range. Commissioner Ball said that the Trustees Reports, transmitted to Congress, show the social security program to be financially and actuarially sound.

● Income Statistics

Personal income reached a record high in every State during 1967, but while dollar volume went up, the increase was considerably diluted by a three per cent increase in the cost of living.

Department of Commerce figures show that per

capita income for the nation as a whole increased by an average of a little less than 7 per cent. This was somewhat more than the 5.5 per cent gain registered in average collective bargaining during the year.

On a State basis, increases ranged from more than 9 per cent in Washington and Maryland, to less than 4 per cent in North Dakota, New Mexico, Iowa and Nebraska, where farm income was down.

● Mortgage Costs Go Up

Home mortgage costs are setting record highs, according to the Federal Home Loan Bank Board.

Mortgage rates on older homes now average 6.58 per cent across the nation, while the rates on new homes average 6.5 per cent. Both figures are all-time highs.

Business observers said interest rates are rising in all areas because of the heavy demand for money by consumers, corporations, and the government.

● Health Insurance

An estimated 163 million Americans now are covered by some form of private health insurance, according to the Health Insurance Institute.

The total is some 31 million more people than were covered by health insurance as recently as 1960.

In 1967, those insured received some \$11 billion in private health insurance benefits—almost double the 1960 mark of \$5.7 billion. Even at that, private health insurance pays only about one-third of the total medical bill.

● Wages and Rifles

Pentagon planners blame differences in wage scales for the disparity in contracts awarded a year ago to General Motors and Harrington & Richardson for production of M16 rifles.

GM received a \$56 million contract (\$316 per gun) to produce 240,000 of the rifles while H&R received \$42 million (\$250 per gun) to make the same number of weapons. The Pentagon said the difference in price was due to higher wage scales at GM.

Maine congressmen, meanwhile, are asking why Maremont Co., of Saco, Me., failed to get a nibble on its \$36 million bid.

At the same time, the government's General Accounting Office is checking the invoices of Colt, formerly sole supplier of the M16, to determine if that company's price of \$104 per weapon was excessive.

● Computerized Traffic

The computer is coming in to relieve men of the puzzling task of how to regulate city street traffic.

New York City expects to have a computerized master electronic system operating in Queens before the end of the year and in Manhattan by next spring.

The computers have been ordered and will operate existing traffic light controllers. All that has to be done to get the system in operation is to install telephone cables.

WHAT'S NEW?

Natural Gas Fuel

A west coast utility corporation has joined the search for a new propellant of the passenger car with the testing of liquified natural gas. (LNG). After one year of testing the corporation reports the test vehicle emitted far less pollutants than gasoline powered vehicles.

The original test vehicle was converted for the LNG fuel with an insulated gas tank, copper tubing vaporizer, gas regulator and a natural gas carburetor. The LNG fuel also required modification of engine compression and a new camshaft. Otherwise the test vehicle was a normal 1967 model.

The test engine developed almost the same power as with normal gasoline and produced 12 miles per gallon at 40 miles per hour.

The company claims the new fuel would be put to best use as a propellant for taxi and bus lines, truck fleets and other companies having vehicles in constant use. On the basis of the tests LNG could be a practical method of relieving the smog problem. Company officials also claim that LNG would be cheaper than gasoline before the addition of state and federal taxes.

The main obstacle to the full utilization of this new fuel is that it is only available in 15 cities.

Beta Lights

A self-contained light source is now available, which requires no external power source. The bulb is intended for use in the instrument panels of commercial and passenger vehicles.

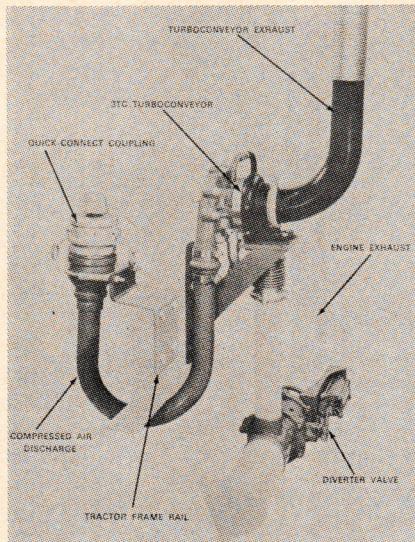
The glow from these bulbs comes from the emission of safe, controlled beta rays caused by a minute quantity

of radioactive gas called tritium. Beta rays from the gas strike the phosphor lining in the tube causing a phosphorescent emission. While the beta rays remain trapped in the tube, the light itself escapes.

The manufacturer claims these lights have the capacity to glow for almost twenty years.

Conveyor System

An unloading device designed to tap engine exhaust to automatically unload powdered or liquid loads on tank trucks has been introduced. The device is attached to the exhaust pipe of the cab but does not divert exhaust during the haul.



When unloading the tank, the driver simply shifts the diverter valve changing the flow of exhaust from the normal route thru the trailer section which builds up air pressure in the tank and pushes his load through the discharge line.

The system is matched to each engine to make optimum use of the exhaust energy available.

The manufacturer claims advantages of less weight compared with other systems cutting the weight from 1000 to a maximum of 100 pounds, making for additional payload. Less maintenance because it contains fewer moving parts than other systems. The device runs $\frac{1}{3}$ to $\frac{1}{2}$ the cost of conventional pneumatic conveying systems. Easier operation, the operator simply connects the trailer hose to the compressor outlet with a quick connect coupler and closes the diverter valve. It takes less than one

minute. Finally, it is easy to service because it can be completely disassembled and cleaned in a matter of minutes.



Auto Safety Vest

Keeping a child safely tied down yet comfortable while riding in the family car is one of the primary concerns of parents. An auto safety manufacturer has designed a vest which incorporates the safety belt principle with a harness.

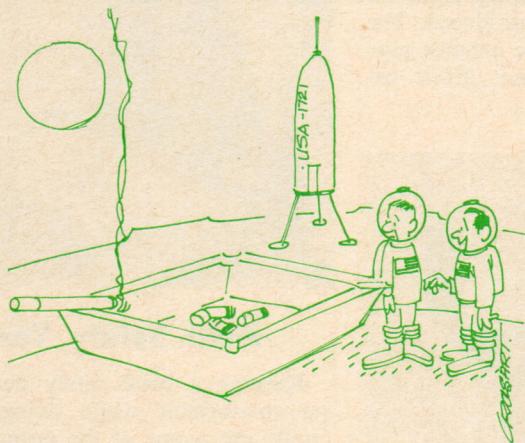
The vest size gives an exact fit to the child whose weight is between 25 to 50 pounds and is capable of sitting upright, unaided. It fits all cars, front or rear seat installations. The harness is fully adjustable to accommodate any type of seasonal clothing.

The real selling point of this device is the peace of mind of the parent knowing that their children are riding securely.

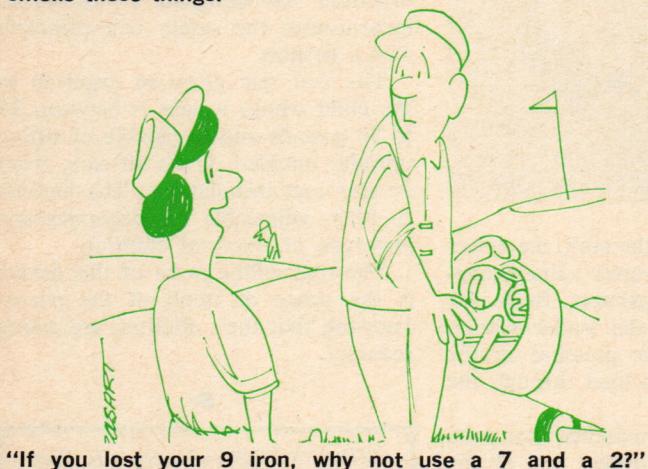
WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

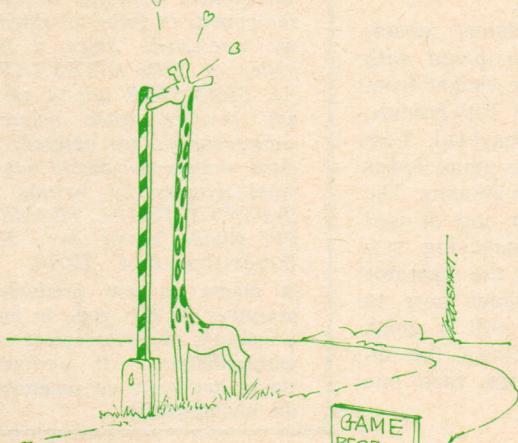
LAUGH LOAD



"These earth people can't be intelligent beings if they smoke those things."



"If you lost your 9 iron, why not use a 7 and a 2?"



The Virtue of Patients

Recently a man reported to the dentist with a terrible tooth ache obviously scared to death. The understanding dentist poured him a generous tumbler of bourbon. He tossed that off and quickly got another.

"Now," said the dentist, "got your courage back?"

"Yeah," snarled the patient, "and I'd like to see you try and touch my teeth."

If the Shoe Fits

The teacher finally managed, after a long struggle, to get a pair of tight galoshes on one of her young first graders. Stepping back, she commented on the tight fit.

The youngster replied, "Oh, they ain't mine." So the teacher laboriously wrestled them off and just as she was finished he added, "They are my little brothers, but I have to wear them anyway."

Roads to Paradise

America is making progress. The old narrow roads where two cars could barely pass each other are quickly being replaced by superhighways where six can easily collide.

Old Enough to Know

"Don't be alarmed by your son's habit of making mudpies," assured the psychiatrist. "This is as normal as his trying to eat one of them occasionally."

"Well, I'm still a little worried about him, and so is his wife," replied the mother.

Look Alikes

Two beatniks were sitting on a bridge, dangling their feet in the water. One says, "Man, an alligator just bit my foot off."

The other asks, "Which one?"

His wounded friend says, "How do I know, Clyde? You seen one alligator you seen them all."

A Way Out

Two hunters had been out several hours and one of them was growing uneasy. Finally panic overtook him.

"We're lost," he cried to his companion. "What shall we do?"

"Keep your shirt on," the second replied, "all we have to do is shoot an extra deer and the game warden will be here within seconds."

Coming Out of His Ears

Charlie the goof had trouble hearing for months and finally went to the doctor, who extracted a dime from his ear.

"You are marvelous!" cried Charlie. "I can hear perfectly now. It was in there for three months."

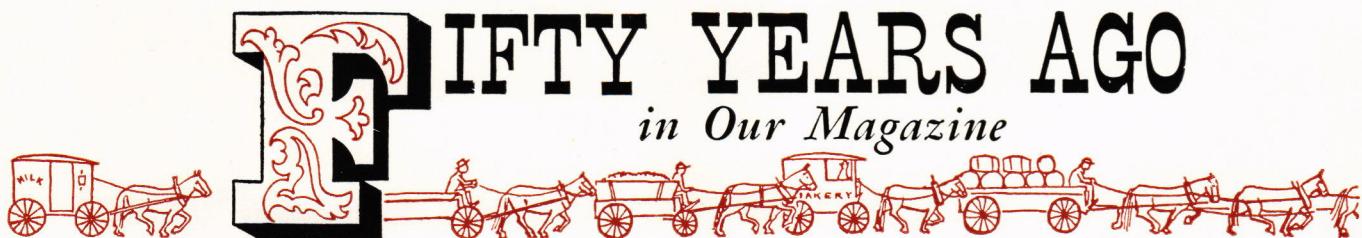
"Why didn't you take it out?" inquired the baffled medico.

Charlie shrugged, "I just didn't need the money."

Grounds for Divorce

"But darling, what happened?" the wife asked. "Before we were married, you told me you worshipped the ground I walked on."

"Yeah. I thought your old man owned the property."



The American War Effort

British Labor Commissioner expresses astonishment over how much the United States has accomplished

HIS to be regretted that more persons did not hear W. A. Appleton of the British labor commission, who spoke in Tomlinson Hall, Indianapolis, recently.

He told a graphic story of England's preparation for the war preparations made after the war was on.

It is interesting to note that on the same day that Harry New, Republican Senator from Indiana, was delivering an attack on our government's activities in producing aeroplanes, this Englishman, who has been in close touch with every move of the war, was expressing his astonishment over how much the United States had accomplished.

It always is the same story. When men who know the war conditions and war history come to us from overseas they are astonished with what has been accomplished in the United States. They are almost extravagant in their praise of our progress for war on an unprecedented scale. French experts, English and Italian experts testify to the marvelous accomplishments, the efficient management, in our war program. They invariably speak of the lack of serious blundering and express the conviction that we are profiting by the experience of others and are avoiding costly blunders and the resultant delays.

The distinguished labor leader from England told his audience that when England's first army went to France it was but one-seventeenth equipped, it lacked guns, it lacked shells, it lacked everything necessary to make it effective. He said there were days when ammunition was restricted to three shells a day per gun, a circumstance which accounts for the prevalence of bayonet fighting in the early days of the war. He said that when war broke out England had three real mu-

nition plants. That Kitchener's first call was for 300,000 men only because he knew he couldn't equip more by the time they were trained.

Senator New's attack on the aeroplane division appears to be 50 per cent partisan spleen, 40 per cent misinformation and 10 per cent truth.

The only reason why these Republicans make these attacks is because they know the truth.

Secretary Daniels of the Navy said, coming to the burden of his address: "I do not believe there has ever been a time in history when labor and the employers of labor were more closely united than at present.

"You read of the strike of 10,000 men and become alarmed. But you forget that, while 10,000 men are striking, 10,000,000 of others are working—are doing work which the pessimistic critic would never think of doing. In the coldest days which we have just experienced, tens of thousands of workmen were out in the open, driving rivets for our ships, while the critics were staying warm in their homes and offices doing nothing.

"You can't do the work necessary at a banquet table criticising labor. I personally witnessed 60,000 men at work

Labor United for Defense

in the open, during the coldest day of the recent spell, running the risk of pneumonia and death, repairing ships that food might be sent to our men in France. Labor can't be paid for this work in money. There isn't enough money to pay for it. It is their sacrifice and they are making it willingly and nobly.

"If now and then men strike for higher wages, let us not forget that men of capital have held up the Government for profiteering. But I thank God that now 90 per cent of capital, as well as 90 per cent of labor, is standing loyal and true."

Not Many Labor Strikes

Secretary of Labor Wilson has arrayed facts against the noisy claims of publicity seekers who insist that the nation is seething with strikes.

In an address before the American Academy of Political and Social Science the cabinet official said that "we have fewer labor strikes at the present time than at any other period within my recollection, notwithstanding the fact that it is the period of the year when strikes are usually most numerous.

"There is not a solitary strike in the coal industry, the packinghouse industry, in the oil industry, the lumbering industry, in the shipbuilding industry, in the steel production, transportation, telegraph or telephone systems of the country.

Now They Are Buddies

Don Martin sends a copyrighted story to the New York Herald from his position with the American army in France, in which he declares the nickname "Sammy" has been discarded by the American troops and hereafter they are to be known as "Buddies." Mr. Martin says that while the whole country was seeking a suitable name to apply to the soldiers, they solved the matter themselves. Since then, if we are to believe the story, the French and British soldiers have begun the use of Buddy, and the United States might as well follow suit.

Perhaps Buddy is a good compromise. It is commonly accepted as a corruption of the word brother. Throughout the Middle West and the Far West one hears a man talk about his buddy. This means his pal, his partner or companion. Children say buddy when they are trying to pronounce brother. Of course the Americans who have gone abroad to fight are brothers in spirit. These fighters also are brothers in spirit of the French, the British and the Italians. Every soldier is a "buddy" to the boy who stands next to him in the trenches or who accompanies him over the top.

TO THE PUBLIC AND CONSUMERS:

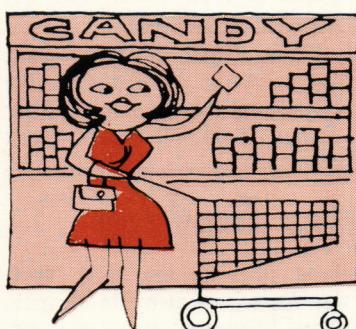
PLEASE DON'T BUY



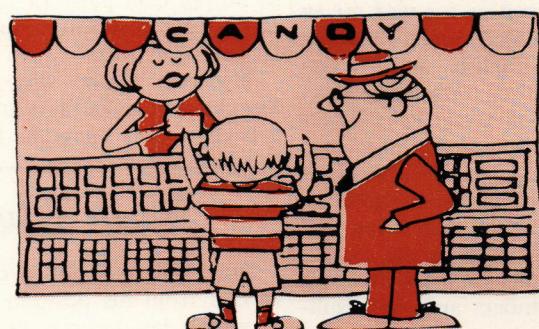
**ARE YOU BUYING CANDY FROM AN UNFAIR
MANUFACTURER AT ONE OF THESE PLACES?**



VENDING MACHINES



SUPERMARKETS



NEIGHBORHOOD MOVIES

Hollywood Brands, Inc., refuses to bargain with Teamster Local 50 even though its employees overwhelmingly voted for Teamster representation and even though the government has ordered it to bargain with Local 50. Some of the brands of candy manufactured by **Hollywood** are:

**Big Pay—Big Time—Butter-Nut—Hollywood—Milk Shake—Pay Day—Polar—Snow King—
Teddy Bear—X-Tafy Nut—Zero—Also: Combination specials—Sunday and Tuesday.**